

Your Montessori Pre-School & Day Nursery

Malta Hall, Church Road, Iver Heath, Slough, SL0 0RD



Inspection date	31 May 2017
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- The management team allows new staff who have not had a Disclosure and Barring Service Check to have unsupervised contact with children. This puts children's safety and welfare at risk.
- Although ratios are met, staff are not deployed well enough to help them meet the needs of all children effectively at all times. This affects the quality of teaching and care for children of different ages. Staff are unable to give children purposeful attention.
- The management team does not organise the settling-in arrangements and key-person system adequately to meet children's individual needs. Staff lack a clear understanding of their role in supporting new children when they start attending, to enable them to develop secure emotional attachments.
- Staff do not identify or plan for the most important next steps of learning for each child. Not all children make good progress from their starting points.
- The management team does not reflect adequately on the quality of the provision to identify breaches in requirements and weaknesses in practice to improve outcomes for children.

It has the following strengths

- Children enjoy nutritious freshly prepared meals and snacks which meet their dietary needs.
- Children enjoy daily physical outdoor play and exercise to support their good health.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ ensure that any staff who have not had an enhanced Disclosure and Barring Service check completed do not have unsupervised contact with children 	01/06/2017
<ul style="list-style-type: none"> ■ improve staffing arrangements so that staff supervise children at all times and meet their needs effectively 	01/06/2017
<ul style="list-style-type: none"> ■ improve the settling-in arrangements and key-person system to support new children to ensure they feel emotionally secure at all times 	01/06/2017
<ul style="list-style-type: none"> ■ improve staff's knowledge of how to assess children's progress accurately to help plan and provide appropriate activities for what they need to learn next. 	28/06/2017

To further improve the quality of the early years provision the provider should:

- use self-evaluation effectively to identify strengths and weaknesses in practice, including breaches in requirements, and to target and prioritise areas for development to improve outcomes for children.

Inspection activities

- The inspector spent the majority of time observing children in the nursery and in the garden.
- The inspector sampled children's information and development records.
- The inspector held discussions with the provider, manager and staff.
- The inspector talked to a sample of parents to obtain their views about the nursery.
- The inspection took place following Ofsted's risk assessment process.

Inspector

Jenny Devine

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Recruitment procedures are not robust enough. The provider allows new staff who have not had suitability checks completed to have unsupervised contact with children. This breach of requirement comprises children's safety and welfare. In addition, the deployment of staff is poor. The provider has no contingency plans to deal with staff absence and staff are sometimes distracted with routine tasks. Therefore, they do not give their full attention to children, particularly babies or those who are settling. Staff understand the safeguarding procedures and know whom to contact should they have any concerns about a child protection issue. The management team assesses risks suitably to help ensure children play in a safe and secure environment, overall. The team took immediate action to update its risk assessments following a recent accident. The management team implements its policies adequately overall, such as the complaints procedure and notifying Ofsted of significant events. Since opening, the manager has begun to support individual staff development and to build on teamworking. However, the management team does not monitor the provision effectively enough to identify breaches of requirements and weaknesses in staff practice.

Quality of teaching, learning and assessment is inadequate

Although staff make observations and assessments of children's development, they do not always accurately identify the key areas for what children need to learn next. Older children enjoy the activities and make choices about their play. For example, they develop their awareness of size and shape using cylinder blocks. Staff ensure the playrooms are set up with a range of activities to encourage older children's interest to play and learn. However, on the day of inspection, children of all ages were cared for in one group. Staff were unaware of the learning needs of the younger babies and provided minimal learning opportunities for this age group. Babies wander aimlessly, lack engagement with staff and activities and are sometimes left to cry. They fail to make adequate progress and do not feel emotionally secure.

Personal development, behaviour and welfare are inadequate

Management fails to provide a suitable settling-in process and does not ensure the key-person system is used effectively to meet each child's needs. Staff do not understand the importance of ensuring that children develop secure emotional attachments or know how to ease the separation from parents. Staff do not gain enough information from all parents about their child's interests. During the inspection, a number of children were upset and staff were unsuccessful in their attempts to comfort them. Staff manage children's behaviour effectively. They teach children to respect each other and the environment. Older children are kind, friendly and play well together. Staff invite parents into the nursery for different family celebrations, and parents say this makes them feel welcome.

Outcomes for children are inadequate

Younger children's individual needs are not supported well enough and not all new children settle well. These children do not feel secure or develop the confidence to play

and explore. Older children develop some skills in preparation for school. For example, they make choices about the snack they would like and help themselves.

Setting details

Unique reference number	EY535990
Local authority	Buckinghamshire
Inspection number	1099069
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 3
Total number of places	43
Number of children on roll	35
Name of registered person	Your Montessori Pre-School & Day Nursery Ltd
Registered person unique reference number	RP535989
Date of previous inspection	Not applicable
Telephone number	07957230839

Your Montessori Pre-School and Day Nursery registered in 2016. It operates from a hall in Iver Heath, Buckinghamshire. The nursery is open Monday to Friday from 7.30am until 6.30pm, all year round, except for bank holidays. The nursery currently employs five staff, of whom four staff hold appropriate early years qualifications.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2017

