

Inspection date	14 June 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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Staff do not follow the nursery's procedure to minimise risks to children while on outings. They do not ensure they know how many children are on the trip, compromising their welfare.
- Leaders do not make sure that children's hours of attendance are recorded accurately. This does not prioritise children's safety and well-being.
- The provider has not made sure that the acting manager has a full and relevant level 3 qualification, in line with requirements set out by the Department for Education.
- Leaders have not implemented appropriate systems for supervising staff to ensure they feel supported in their role and that the quality of teaching remains good. This has a negative impact on children's daily care and learning experiences.
- Staff do not plan effectively or promote children's communication well enough. They miss opportunities to talk to children during a range of activities to help promote their language development. Children do not make good enough progress in their learning.
- Leaders have not used self-evaluation effectively to identify areas for development. Furthermore, aspects of partnerships with parents are not fully effective in ensuring a two-way flow of communication to develop consistency in children's care.

It has the following strengths

- Staff build on children's physical skills and help them to enjoy exercising and staying healthy. For example, toddlers join in with yoga activities and explore movement.

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 appropriate risk assessments for outings are carried out effectively by staff, to keep children safe at all times 	29/06/2017
<ul style="list-style-type: none"> ■ ensure an accurate record of children's attendance is maintained, to protect children's well-being 	29/06/2017
<ul style="list-style-type: none"> ■ ensure the manager holds a full, relevant and recognised level 3 qualification, as defined by the Department for Education, in line with requirements for the early years sector 	29/06/2017
<ul style="list-style-type: none"> ■ improve systems for supporting staff and provide regular opportunities for supervisory meetings, to develop staff's knowledge and teaching practice effectively 	29/06/2017
<ul style="list-style-type: none"> ■ develop staff's understanding of how to plan effective support for children's learning, particularly in relation to their communication and language development, to help each child make better progress in their learning. 	29/06/2017

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

- develop the effectiveness of self-evaluation to identify any weaknesses in practice and management and to improve the quality of the nursery
- strengthen links with parents and develop systems for communicating with them about changes in the nursery, to build strong partnerships to meet children's needs.

Inspection activities

- The inspector observed teaching and learning inside and on a planned outing.
- The inspector spoke to parents to gain their views and experiences of the setting.
- The inspector spoke with children and staff at appropriate times during the inspection and held a meeting with the provider.
- The inspector carried out a joint observation with the manager.
- The inspector looked at a sample of the children's learning records, staff observations and planning, and a range of policies and documentation, such as suitability of staff and safeguarding procedures.

Inspector

Shana Laffy

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Leadership is inadequate. Leaders have failed to ensure that staff carry out important risk assessments, such as counting how many children they are taking out to the park. This compromises children's welfare. Furthermore, leaders have not made sure that staff accurately record children's departure time from the nursery. This places staff and children at risk, should an emergency arise. Leaders have not ensured that the manager holds a full and relevant level 3 qualification in working with early years children, as required. Although the manager is in the process of further study, this is not fully completed, which means she is not fully qualified to fulfil her role at present. Leaders do not offer all staff appropriate support and supervision in their roles. Staff attend some basic training, but this has not been fully effective in maintaining good teaching practice. Leaders have begun to look at the overall progress made by groups of children to help identify any learning trends. Partnerships with other professionals are in place. For example, leaders link with speech and language therapists to support children with additional needs. However, partnerships with parents are inconsistent. Some parents speak highly of the staff team and others have noticed a recent decline in communication and structure at the setting. Self-evaluation is weak. Although some breaches have been identified by leaders prior to inspection, they have not acted upon these quickly enough.

Quality of teaching, learning and assessment requires improvement

Staff do not support children's speaking and listening skills effectively or build their understanding of language through everyday tasks or activities. For example, staff do not take opportunities to talk with children and extend their thinking skills, such as during planned tasks or on outings. Due to a proportionally high number of temporary staff in the setting, not all staff have the appropriate knowledge and skills to plan for children's ongoing learning. Overall, staff support child-initiated play well and provide a selection of resources for children to explore. Staff encourage children to be creative. For example, children enjoy collage materials and printing with fruit. Older children benefit from opportunities to develop sound awareness. For example, they join in with a music session, listening carefully for environmental noises. Staff reflect broadly on children's achievements and share their daily observations effectively with parents.

Personal development, behaviour and welfare are inadequate

Staff do not prioritise children's well-being adequately. Staff do not follow nursery procedures to keep children safe on trips and do not carry out risk assessments to ensure they minimise the risk of children getting lost. During the inspection, they did not count the number of children they were taking with them to the park or take the record of their attendance. Staff are friendly towards children and comfort those who are new and settling in. However, due to a high turnover of staff and the number of agency workers caring for children, these staff do not know the children well enough to respond to their individual needs. Staff provide nutritious meals and encourage children to make healthy choices and try things for themselves. Children behave well. They are kind to one another, forming friendships with their peers.

Outcomes for children require improvement

Children gain some good physical skills, and older children enjoy drawing. Children engage in role play and make up imaginary games with their friends. Younger children explore their senses. For example, they play in the sand pit at the park. However, due to inconsistencies in teaching and planning of activities, not all children make good enough progress in their learning and are not prepared as well as possible for school or future learning.

Setting details

Unique reference number	EY484135
Local authority	Haringey
Inspection number	1010493
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	48
Number of children on roll	46
Name of registered person	MTO Nursery Limited
Registered person unique reference number	RP907327
Date of previous inspection	Not applicable
Telephone number	02083405522

MTO Nursery registered in 2015. The nursery is situated in the London Borough of Haringey. The nursery operates from 7.30am to 6.30pm, for most of the year. The nursery receives funding for the provision of free early education for children aged two, three and four years. The nursery employs eight members of staff, six of whom hold relevant childcare qualifications.

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