

Pillar Box Montessori

107 Bow Road, Bow, London, E3 2AN



Inspection date

Previous inspection date

31 October 2017

20 June 2016

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|---|-------------------------|-------------------|----------|
| | Previous inspection: | Good | 2 |
| 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 provider has failed to evaluate the significant weaknesses in the provision and has not met all previous actions. This compromises children's safety and welfare. The provider does not ensure that there is access through the fire door at the rear of the premises and that all hazards are removed. Unauthorised persons are able to gain access to the premises.
- At some times of the day, the provider does not meet adult-to-child ratios. The supervision of children and staff deployment are poor. Staff are unable to meet children's physical health needs, which puts children's safety and well-being at further risk.
- Procedures for checking staff's suitability when they are employed are weak. The provider does not implement effective systems to obtain the full range of documentation required. Poor induction processes mean that staff are not well prepared for their roles.
- Staff who work with the youngest babies do not provide a stimulating learning environment to support their interests and learning effectively. This does not support all groups of children to make sufficient progress in their learning.

It has the following strengths

- Staff establish warm, caring relationships with children. Older children are confident.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

| | Due Date |
|--|-----------------|
| <ul style="list-style-type: none"> ■ comply with requirements of health and safety legislation (including fire safety) and ensure that all exits are easily opened and that the key to the fire escape is easily accessible | 20/11/2017 |
| <ul style="list-style-type: none"> ■ take all reasonable steps to ensure staff and children in your care are not exposed to risks; in particular, the broken gate at the bottom of the fire escape in the garden with a large hole in it, the broken safety gate in the under two's room, the security of the entrance, and the stairs to the fire escape which are littered with wet slippery leaves | 20/11/2017 |
| <ul style="list-style-type: none"> ■ comply with the ratio requirements at all times, to ensure children's safety and welfare | 20/11/2017 |
| <ul style="list-style-type: none"> ■ ensure children are adequately supervised and that staff are deployed effectively to meet the needs of the children | 20/11/2017 |
| <ul style="list-style-type: none"> ■ implement effective vetting systems to ensure that staff are suitable | 20/11/2017 |
| <ul style="list-style-type: none"> ■ implement effective systems of training and supervision to develop professional practice and ensure staff are capable of fulfilling their roles. | 20/11/2017 |

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

| | Due Date |
|--|-----------------|
| <ul style="list-style-type: none"> ■ make sure staff who work with the youngest children focus on the prime areas to help children gain confidence and skills to support successful learning. | 08/12/2017 |

Inspection activities

- The inspection took place following the risk assessment process.
- The inspector observed the quality of teaching indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector spoke to the manager, staff, parents and children at appropriate times during the inspection.
- The inspector held discussions with the manager about policies and procedures and methods of assessing and planning for children's progress. The inspector also discussed how staff work in partnership with parents and other providers.

Inspector

Caroline Preston

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not ensure that she risk assesses all areas of the environment that need to be checked, or that she identifies hazards and faulty equipment. On the day of the inspection, the gate at the bottom of the fire escape was still broken and had a large wide hole. This was an action from the previous Ofsted visit. Children play very close to this serious hazard, which compromises their safety and welfare. In addition, the stairs to the fire escape are littered with wet slippery leaves, and the key to open the fire escape door at the back of the garden is located at the stairs on the second floor of the nursery. The provider has failed to recognise the risk posed at the entrance to the nursery, even though she has received many complaints about the security of the entrance. On the day of the inspection, the door was not monitored and parents were able to open the door to other adults. The provider has failed to ensure that staff's suitability checks are fully complete, and most staff do not hold references to secure their suitability when employed. There are also gaps in staff induction, and many staff, including the new manager, have not been inducted. The newly appointed manager has begun to carry out some supervision and coaching of staff. However, it is too soon to see if this has made any significant changes. Staff have not had enough opportunities to develop their professional practice and help to ensure that they continue to be capable of fulfilling their roles. Staff are friendly and approachable to parents and share relevant daily information.

Quality of teaching, learning and assessment is inadequate

The lack of staff supervision and further training impacts on staff's teaching and learning for the youngest children. The provider does not ensure that staff effectively extend each child's learning and development. For example, she does not encourage staff to use different ways to teach children, and does not support them to know that play stimulates a child's natural curiosity to learn. The range of resources is worn and broken and the provider does not ensure that staff create inviting, challenging play spaces. This hinders children's future learning. Staff complete observations and assessments and can explain children's next steps in learning. Teaching in the older age groups is sufficient. Staff support children to develop their physical skills appropriately. Children have opportunities to ride wheeled toys, climb, run and enjoy outdoor exercise. Staff encourage children's creativity adequately. For instance, children enjoy imaginative play in the 'mud kitchen' and mould and experiment with sand.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding place children's health and well-being at significant risk. The provider's risk assessments and safety procedures are poor. The provider fails to meet adult-to-child ratios in the morning and ensure that staffing arrangements are effective at all times to meet children's needs. On the day of the inspection, there were not enough staff to meet children's personal care needs effectively, such as nappy changing. Staff manage children's behaviour appropriately. All children listen and follow instructions, and older children understand the consequences of their actions. Staff provide children with healthy and nutritious meals, which helps to support their understanding of healthy

lifestyles. Staff encourage children to respect others. For example, children learn about different cultural festivals.

Outcomes for children are inadequate

Young children make insufficient progress, given their starting points, due to weak teaching and insufficient learning experiences. Young children roam aimlessly, selecting whatever they can find to play with. Staff do not talk to children and encourage them, and do not use their interactions with children effectively to extend their learning. Young children do not access an environment that is rich in communication and there is no focus for physical development indoors. Young children do not receive opportunities to gain the foundations for their success in all areas of learning. Older children who are learning English as an additional language gain skills and are sufficiently prepared for their next stage in their learning.

Setting details

| | |
|--|---|
| Unique reference number | 119603 |
| Local authority | Tower Hamlets |
| Inspection number | 1116480 |
| Type of provision | Full-time provision |
| Day care type | Childcare - Non-Domestic |
| Registers | Early Years Register, Compulsory Childcare Register |
| Age range of children | 2 - 3 |
| Total number of places | 42 |
| Number of children on roll | 28 |
| Name of registered person | Pillar Box Nurseries Ltd |
| Registered person unique reference number | RP902304 |
| Date of previous inspection | 20 June 2016 |
| Telephone number | 020 8980 0700 |

Pillar Box Montessori opened in 1995. The nursery opens from Monday to Friday for 49 weeks of the year. Sessions are from 8am until 6.55pm. The nursery is in receipt of funding for free early education for children aged three and four years. The nursery employs eight members of childcare staff, including the manager. All staff hold appropriate early years qualifications and one has early years teacher status. The nursery follows the Montessori philosophy of teaching.

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.

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Piccadilly Gate
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Manchester
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