

Rainbow Little Waltham

Tufnell Hall, The Street Little Waltham, Chelmsford, Essex, CM3 3NY



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| Inspection date | 7 December 2017 |
| Previous inspection date | 8 July 2015 |

| 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 | | 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

- The provider has not notified Ofsted within the required time frame that there has been a change of nursery manager.
- The provider does not provide all staff with sufficient supervision, training and support to help them understand their roles and responsibilities or to improve their knowledge and skills.
- The provider has not ensured that risk assessment is rigorously carried out to cover the security of the premises and reduce potential hazards to children.
- Not all the required documentation is accessible and easily available for inspection. The provider is also unaware of their responsibilities under the Data Protection Act in relation to keeping photographs and information about children safe and secure.
- Staff do not support children to reach their full potential. The provider has not ensured that staff have carried out precise assessments of children to accurately plan targeted experiences and opportunities to support the next steps in their learning.

It has the following strengths

- Staff are warm and caring. They join children as they play and engage in constant discussion, introducing new vocabulary and modelling language during activities.
- Partnerships with parents are strong. Staff give daily feedback and encourage parents to become involved in their children's learning in the nursery. Parents speak highly of the staff and the variety of activities their children are offered.
- Staff support children's growing understanding of healthy lifestyles effectively.

What the setting needs to do to improve further

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

| | Due Date |
|--|-----------------|
| ■ ensure Ofsted is informed of any changes to the person who is managing the nursery | 07/01/2018 |
| ■ ensure that appropriate and effective arrangements are in place for the supervision of all staff and provide them with effective support, coaching and training to promote the best interests of children | 07/01/2018 |
| ■ ensure all reasonable steps are taken to prevent unauthorised persons entering the areas of the building used by children | 07/01/2018 |
| ■ improve the use of risk assessment to help identify, minimise or remove potential risks within the setting, such as checking that internal doors are locked | 07/01/2018 |
| ■ ensure that records are easily accessible and available for inspection | 07/01/2018 |
| ■ increase awareness of responsibilities regarding the Data Protection Act 1998, including the management of photographic images of children | 07/01/2018 |
| ■ improve the use of the information gained from assessing children's progress to help staff understand children's level of achievement and plan appropriately challenging activities for their individual learning needs. | 07/01/2018 |

Inspection activities

- This inspection was carried out as part of a risk assessment process, following information received by Ofsted.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector carried out a joint observation with the provider and viewed a sample of the children's development records.
- The inspector reviewed relevant documents, including attendance registers, evidence of the suitability and qualifications of some of the staff, risk assessment and policies and procedures.
- The inspector held discussions with the provider, acting manager, staff and children and took account of the views of parents spoken to on the day.

Inspector

Patricia Champion

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider had failed to inform Ofsted that a new manager has been appointed. Systems to supervise and mentor staff fail to provide effective support, coaching and training to help them ensure good outcomes for children in their care. Although the acting manager is appropriately qualified, the provider has not checked that all the responsibilities of the management role are carried out effectively. Self-evaluation is ineffective and weaknesses have not been identified and promptly addressed. The arrangements for safeguarding are not effective. Risk assessments are not rigorous enough to assure children's safety. Staff are not routinely checking that doors remain locked to prevent unauthorised persons entering the parts of the premises in which children are being cared for. Staff do not understand their responsibilities about keeping photographs and information about children secure and in line with the Data Protection Act 1998. Some records were not easily available for inspection, such as information about staff's recruitment and suitability checks. However, the provider and staff are aware that they need to ensure that volunteers and new staff, waiting for their checks to be completed, are not left unsupervised with the children. Staff have completed safeguarding and first-aid training. They know the safeguarding procedures if they have a concern about a child's welfare. There are sufficient staff to meet the required staffing ratios and they ensure that children remain within sight and hearing at all times.

Quality of teaching, learning and assessment requires improvement

Some children's individual learning needs are not considered when planning activities. Staff regularly observe children's play and use their observations to assess what children can do. However, they do not consistently use the information gained from assessments to plan specifically for what children need to learn next. This means that some activities do not provide the right level of challenge or focus on closing any gaps in children's learning. Nevertheless, staff encourage children's creativity well. Children use a variety of materials to make Christmas presents. They enjoy singing and are building a wide repertoire of Christmas songs. Staff promote children's good coordination as they use cutters and rollers to mould play dough. Children develop their early writing skills as they help to make Christmas cards.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management compromise children's safety and well-being. Nevertheless, children clearly enjoy their time at the nursery. Staff are calm, patient role models. Children behave well as staff are clear about expectations. They learn about being kind and respectful. They help to take care of their environment and are keen to help staff with simple tasks, such as tidying away the resources.

Outcomes for children require improvement

Weaknesses in planning and assessment mean that not all children are supported to make good progress in their learning from their starting points. Activities do not consistently target their learning priorities and challenge them to learn more. Nevertheless, children gain a range of basic skills to prepare them for the next stage of their education. Children

learn to become independent and make decisions in their learning. They put coats on and take them off when they return from playing outside. Children develop listening skills and enjoy looking at books. They use the available resources well to develop their understanding of shape, size and numbers.

Setting details

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| Unique reference number | EY279472 |
| Local authority | Essex |
| Inspection number | 1118812 |
| Type of provision | Sessional provision |
| Day care type | Childcare - Non-Domestic |
| Registers | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| Age range of children | 2 - 4 |
| Total number of places | 20 |
| Number of children on roll | 19 |
| Name of registered person | Rainbow Little Waltham Limited |
| Registered person unique reference number | RP523505 |
| Date of previous inspection | 8 July 2015 |
| Telephone number | 01245 362622 |

Rainbow Little Waltham registered in 2004 and is run by a limited company. The nursery employs five members of childcare staff. Of these, one member of staff holds a qualification at level 3, one member of staff holds a qualification at level 5 and one member of staff holds a qualification at level 6. The nursery opens on Monday to Friday during school term times. Sessions are from 9am until 12.30pm on Monday, Wednesday and Friday and from 9am until 3.30pm on Tuesday and Thursday. The nursery provides funded early education for three- and four-year-old children. It supports children's learning using the Montessori ethos and principles.

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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