

# Little Bear's 3 Ltd

30 Cheering Lane, East Village, London, E20 1BD



## Inspection date

14 November 2017

Previous inspection date

31 March 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	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 designated safeguarding lead and staff are not aware of requirements relating to disqualification, to enable appropriate action to be taken should there be any changes in the suitability of those working with the children.
- The provider does not ensure that staff are provided with effective supervision, coaching or training to support their professional development. The systems used lack rigour in identifying and tackling underperformance to improve teaching skills and raise the standard of staff practice.
- The provider does not ensure that risks in the environment are identified and either minimised or removed. This does not protect the health and safety of children.
- Staff do not have a clear understanding of their roles and responsibilities with particular regard to protecting the safety and welfare of children in the baby room.
- Staff do not make frequent and precise observations and assessments of children's initial or ongoing progress. They are not aware of children's actual levels of development or their next steps in learning. Consequently, staff are unable to plan activities that appropriately challenge and support children to make good progress.

### It has the following strengths

- Children in the pre-school room are supported well to develop their communication and language skills. They are eager to engage in conversation with staff and each other about topics that interest them.
- Staff use everyday opportunities to help children in the pre-school room to learn about shapes and numbers. For example, they mould dough into a circle and count how many pretend candles they have.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ develop the procedure for checking staff's ongoing suitability, and staff's understanding of safeguarding requirements, particularly in relation to when a person is disqualified from working with children</li> </ul>	28/11/2017
<ul style="list-style-type: none"> <li>■ provide appropriate supervision, coaching and training that improve staff's skills and knowledge and their ability to meet children's individual needs</li> </ul>	28/11/2017
<ul style="list-style-type: none"> <li>■ ensure that all reasonable steps are taken to identify and minimise hazards so that children are not exposed to unnecessary risks</li> </ul>	28/11/2017
<ul style="list-style-type: none"> <li>■ ensure that observations and assessments of children's development accurately reflect children's skills and abilities to enable staff to plan suitable experiences that help children make good progress</li> </ul>	28/11/2017
<ul style="list-style-type: none"> <li>■ assess the information provided by parents and use observations of the children to establish their starting points, and use this information to plan challenging and enjoyable learning experiences for each child from the start.</li> </ul>	28/11/2017

### Inspection activities

- This inspection was carried out as a result of a risk assessment, following information Ofsted received about the provider.
- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector discussed evaluations of activities with the manager and her deputy.
- The inspector held a number of discussions with the manger and staff. She looked at relevant documentation and evidence of the suitability of persons working on the premises.
- The inspector took account of the views of parents through discussion and feedback documents provided at inspection.

### Inspector

Ann Cozzi

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are not effective. Risk assessments fail to identify some potential hazards to children. Staff in the baby room show a limited understanding of their roles and responsibilities. They put children at risk when they do not follow the manufacturer's instructions detailed on a chair designed not to be used by children who can sit independently. Most members of staff have a paediatric first-aid qualification. There are first-aid boxes located in all base rooms and the main office. There is a suitable safeguarding policy in place. All staff have undertaken appropriate training. They are aware of the different kinds of abuse and the indicators to look out for. Staff know that they must report any concerns to a designated person and, when relevant, to the local authority. Suitability checks are completed on all staff as part of the nursery's robust recruitment procedure. The manager is aware of the reasons a person could become disqualified, preventing them from caring for children. However, some staff do not have a good understanding and this aspect is not included in periodic checks on staff's continued suitability. This means that ongoing suitability checks are insecure. The systems for staff supervision are ineffective. The provider has failed to ensure that staff underperformance, identified by the manager, is swiftly tackled. This has a significant impact on children's progress. Staff do not assess children's starting points, despite parents sharing information about what their children know and can do. This means that they are not able to accurately plan to meet children's learning needs or track their progress from the very start. Parents are provided with a wide range of information about the nursery's policies, procedures and daily routines.

### **Quality of teaching, learning and assessment is inadequate**

Staff do not complete frequent observations and assessments of children's progress across all areas of learning. As a result, planning is based on inaccurate information. This means that most children are not sufficiently challenged or supported to help them make adequate progress in learning. There are sufficient staff to meet ratios and adequately supervise children. Ineffective teaching practice in the toddler and baby rooms has a negative impact on children's ability to make good progress. Young children are able to choose from the available resources. However, poor staff interaction means that they are not encouraged to focus and develop concentration skills, or helped to engage in learning and to explore new experiences. At times, babies are required to take part in group activities that do not effectively meet their individual learning needs. This limits their ability to make their own choices and decisions. Parents report that daily feedback and regular meetings with key persons provide them with information about their children's care and learning. However, this information does not always accurately reflect what children know and can do. Parents are provided with access to a wide range of toys and equipment that helps them to engage their children in learning at home.

### **Personal development, behaviour and welfare are inadequate**

Weaknesses in leadership and management compromise children's well-being. Staff promote routines that help children to understand about suitable hygiene. They provide reminders about handwashing and act as role models. However, children in the baby room

are not supported to become independent in self-care. For example, staff do not encourage them to have a go at cleaning their own hands and face after mealtimes. Detailed information about each child's individual care requirements is used by staff to help them deliver some effective care. Parents report that the settling-in procedure is effective. They describe how they worked with staff to effectively promote their child's well-being. Children demonstrate that they have formed relationships with their key person and other staff. Parents are provided with clear information about the balanced range of meals that is provided for their children. Children enjoy lots of opportunities to spend time outside in the fresh air. The large garden provides them with ample space to practise their physical skills. Children are supported to learn how to climb large play equipment safely and use their body to move a see-saw up and down. Children behave well. Those in the pre-school room respond positively to discussions about sharing. Children in the toddler room demonstrate a caring attitude as they stop what they are doing to help their friend reach a toy.

### **Outcomes for children are inadequate**

Children in the baby and toddler rooms are not supported well enough to make sufficient progress. As a result, they are not helped to build on their existing skills or those needed for their next stage of learning in preparation for school. However, children in the pre-school room make better progress.

## Setting details

<b>Unique reference number</b>	EY464872
<b>Local authority</b>	Newham
<b>Inspection number</b>	1117336
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	70
<b>Number of children on roll</b>	45
<b>Name of registered person</b>	Little Bear's 3 Limited
<b>Registered person unique reference number</b>	RP909669
<b>Date of previous inspection</b>	31 March 2014
<b>Telephone number</b>	0208 534 7701

Little Bear's Nursery registered in August 2013. The nursery is registered on the Early Years Register and both the compulsory and voluntary parts of the Childcare register. It is run privately and operates from premises within Chobham Academy, The Olympic Park, Stratford, in the London Borough of Newham. There is access to a good size outdoor play area.

It is open each weekday from 7.30am to 6.30pm for 51 weeks of the year. The nursery receives funding to provide free early education to children aged two-, three- and four-years. Children attend for a variety of sessions. The nursery currently employs eleven members of staff, nine of whom hold appropriate qualifications at level 3.

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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