

Walton House Nursery Ltd

130 Walton Road, Sidcup, Kent, DA14 4LW



Inspection date

19 January 2018

Previous inspection date

11 March 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		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 does not carry out rigorous staff suitability checks during her recruitment process. She does not ensure staff are suitable for their roles and responsibilities before they start working with the children.
- The manager does not ensure staff are clear of their own roles and responsibilities and those of others. Staff do not act quickly enough to get the required support for children when it is needed, to help with their learning and development.
- Groups of children are not making any progress with their learning and development. Staff are not quick enough to identify where help is needed to narrow any gaps with their learning.
- The manager does not ensure staff are assessing children's starting points and subsequent next steps correctly, to track and support their learning and development. This hinders staff in being able to carry out activities to meet children's individual needs.
- The self-evaluation and supervision processes are ineffective. The provider and manager are not able to identify where weaknesses are within practice and how to make improvements. The manager does not effectively feed back to the provider for them to work together to make improvements in the nursery.

It has the following strengths

- Staff are consistent in their approach to behaviour management. They teach the children how to take turns. Children behave well.

What the setting needs to do to improve further

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

	Due Date
■ carry out rigorous recruitment procedures to ensure staff are suitable for their roles and working with children	16/02/2018
■ ensure staff are fully aware of their roles and responsibilities and have training to carry these out to support children's individual needs	16/02/2018
■ carry out more rigorous supervisions, to identify areas of staff improvement and training needs	16/02/2018
■ improve the assessment of children's learning and development to clearly identify children's starting points and next steps of learning	16/02/2018
■ improve the activities carried out so they reflect children's stages of development and allow them to progress with their learning and development.	16/02/2018

Inspection activities

- The inspector observed the children in the main play areas.
- The inspector spoke with the provider, manager, staff and children at appropriate times during the inspection.
- The inspector sampled documents, including staff recruitment and children's files.
- The inspection was carried out as part of the risk assessment process.

Inspector

Rebecca Hurst

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not have rigorous recruitment procedures to ensure staff are suitable for their roles working with the children. She does not follow up gaps in employment and some staff start their roles before references are in place. This has an impact on the safety of the children. Staff do, however, understand how to report any concerns they have with children's welfare. They also understand whistle-blowing procedures if they have concerns over staff's care of the children. The manager fails to correctly advise staff on their roles and responsibilities, and staff are not able to correctly support children's learning and development. The manager also falsely advises the provider on the progress the children are making and staff practice. The provider fails to check that the manager is carrying out her role as she should to support the staff and children's learning. This hinders the self-evaluation and supervision processes as they are not able to correctly identify areas that need improvement and breaches of requirement.

Quality of teaching, learning and assessment is inadequate

Staff do not accurately assess children's starting points. Subsequently, they are not able to assess the next stages of learning to help to progress children's learning. Tracking is not accurate and does not reflect the stages of development the children have reached. Staff are not able to plan effective activities to support and progress the children's learning and development. The provider does not ensure that staff carry out their roles within the setting. For example, the special educational needs coordinator fails to identify children who require extra help with their learning and development. They also fail to identify, when reviewing children's learning, the lack of progress and, in some cases, the regression of their development. Children's progress reports are inaccurate due to the lack of accurate tracking in place. This all hinders the staff from being able to identify help that is needed from other professionals to help with children's learning and development. This also prevents the staff from providing accurate information to parents to help them with their children's learning at home.

Personal development, behaviour and welfare are inadequate

The lack of rigorous recruitment procedures puts the children's safety and welfare at risk. Staff support children's emerging independence. Children learn to serve themselves their own meals and take turns passing the food around the table. Children also help to set the tables, learning what is needed, such as cutlery and cups. However, staff fail to extend this development to incorporate other areas of learning into the activity. This links to staff not accurately assessing children's stages of learning and their development, to help them to identify how to progress their learning further.

Outcomes for children are inadequate

Groups of children are not progressing with their learning and development. Children are not being prepared for the next stage of their learning. Some groups of children are regressing in their learning and development. Although children enjoy their time at the nursery, activities are not tailored to help them make progress in their learning.

Setting details

Unique reference number	EY437833
Local authority	Bexley
Inspection number	1122034
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	36
Number of children on roll	43
Name of registered person	Walton House Nursery Limited
Registered person unique reference number	RP901710
Date of previous inspection	11 March 2015
Telephone number	02083008300

Walton House Nursery Limited registered in 2011. It operates from the ground floor of a large residential house in Sidcup in the London Borough of Bexley. The nursery is open from 7.30am to 6pm. The nursery is in receipt of funding to provide nursery education for two, three- and four-year-olds. The nursery employs 11 members of staff, eight of whom hold appropriate early years qualifications to level 2 and above. The manager holds an early years degree.

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