

Abcd Little Learners Day Nurseries

Hanwell Town Football Club, Perivale Lane, Perivale, Greenford, UB6 8TL



Inspection date

25 January 2018

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		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 fails to safeguard children's welfare. Procedures to prevent unauthorised entry and check the identity of visitors to the nursery are inadequate.
- Not all staff and adults who have unsupervised access to children have been appropriately vetted. The provider does not ensure that all staff have sufficient knowledge of safeguarding issues, such as the 'Prevent' duty. These weaknesses significantly compromise children's safety and well-being.
- Leadership and management are weak. The provider does not ensure that the deputy manager understands her role and responsibilities in her absence. The supervision of staff and self-evaluation are ineffective. The provider fails to identify all weaknesses in practice and the detrimental impact these have on children's welfare and learning.
- Staff deployment is poor. This places children's safety at further risk.
- Staff do not manage children's behaviour appropriately. They do not help children to understand what is expected of them and the effects of their actions on others.
- Staff do not observe and assess children's learning effectively and use this information to plan activities that keep children sufficiently motivated. Children do not make adequate progress from their starting points.

It has the following strengths

- Staff follow appropriate procedures to minimise the spread of germs. For example, they remind children to wash their hands before and after mealtimes.

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
■ take all reasonable steps to prevent unauthorised persons from entering the premises and implement an agreed procedure for checking the identity of visitors	26/02/2018
■ make sure that any staff and adults whose suitability has not been checked do not have unsupervised contact with children	26/02/2018
■ ensure staff working with children gain a secure knowledge and understanding of all safeguarding issues, particularly the 'Prevent' duty guidance and the reporting procedures for concerns	26/02/2018
■ make sure that the deputy manager is capable of taking charge in the manager's absence	26/02/2018
■ deploy staff effectively to meet children's individual care and learning needs	26/02/2018
■ improve the arrangements for monitoring and supervision of staff and ensure that they have a clear understanding of their responsibilities to support children's welfare and learning	26/02/2018
■ improve behaviour management techniques and provide children with clear messages of what is expected of them and how to manage their feelings and actions positively	12/02/2018

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

	Due Date
■ implement effective systems to observe, assess and monitor children's learning and use this information to plan challenging and stimulating activities that help them to make good progress.	30/03/2018

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector looked at samples of policies, procedures, staff suitability checks and children's records. She spoke to parents during the inspection and took account of their views.
- The inspector discussed the safeguarding and self-evaluation procedures with the provider.
- The inspector observed the quality of teaching during activities indoors. She spoke to staff and interacted with children at appropriate times.
- The inspector carried out a joint observation with the deputy manager.

Inspector

Marisol Hernandez-Garn

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider fails to ensure all staff receive the supervision and training they need to help them understand their roles and responsibilities. For example, the deputy manager and staff do not follow the setting's safeguarding procedures to help keep children safe. They allow visitors to enter the premises without checking their identity, and do not prevent staff and adults whose suitability has not been checked from having unsupervised access to children. Not all staff have a secure understanding of child protection issues, including the signs that might indicate a child is at risk of being exposed to extreme views. They do not know the correct procedures to follow should they have any concerns about a child's welfare. These weaknesses seriously compromise children's safety and welfare. Staff deployment is weak; however, staff-to-child ratios are maintained at a suitable level. The provider does not accurately evaluate the setting's practice. She has failed to identify significant breaches in requirements, including the lack of appropriate learning experiences for children, which contributes to a deterioration in their behaviour. The provider does not ensure the deputy manager has the required knowledge and skills to take charge in her absence.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is poor. Staff do not observe and assess children's progress effectively to plan suitably challenging activities, although there are sufficient toys indoors and outdoors. For example, staff do not notice when children become bored and disengaged during activities because they do not find them sufficiently interesting. The activities in the baby room lack imagination and creativity. As a result, children are not sufficiently motivated to learn. Overall, children have limited opportunities to develop their language and early literacy skills effectively.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management compromise children's safety and welfare. Staff do not manage children's behaviour appropriately. For example, when children shout and run, staff do not consistently use positive strategies to help them learn to manage their feelings and behaviour appropriately. Staff fail to provide sufficient attention to other children when they are upset by their peers' actions, because they are too distracted by dealing with the negative behaviour. This does not support children's self-confidence or emotional well-being adequately. Staff risk assess the premises, including the outdoor environment, and keep the areas children use clean and suitable. Useful partnerships with parents help to support consistency in children's care. For example, staff inform parents of what to do should their children have an infectious illness or when they receive first aid, such as following a serious accident, to support their health. Staff follow appropriate procedures when children require any medicine to be administered. Children receive meals that are varied and nutritious. Staff record children's daily attendance as required.

Outcomes for children are inadequate

Children do not make enough progress. Activities do not offer children sufficient challenge because they are not planned in accordance with their individual learning needs. Children

do not gain skills in readiness for their future learning and eventual move to school. Despite this, children develop some physical and independence skills. For example, older children take responsibility for their personal needs.

Setting details

Unique reference number	EY546637
Local authority	Ealing
Inspection number	1122221
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	1 - 4
Total number of places	50
Number of children on roll	35
Name of registered person	Abcd Little Learners Day Nurseries, Holiday Clubs, Pre-Preparatory Schools Limited
Registered person unique reference number	RP546636
Date of previous inspection	Not applicable
Telephone number	02089975313

Abcd Little Learners Day Nurseries registered in 2017. It operates from a football club in Hanwell in the London Borough of Ealing. The nursery is open all year round from 8am until 6pm from Monday to Friday, except for bank holidays. It employs seven members of staff. Of these, five hold appropriate early years qualifications at level 2 and above. The nursery also runs a holiday club for children over five years of age during the school holidays.

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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