

Future Leaders Day Nursery

Church Of Ascension Hall, Sherwood Park Road, Mitcham, Surrey, CR4 1NG



Inspection date

16 February 2018

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The manager has failed to follow safer recruitment procedures to ensure that all staff are suitable to work with children. This has a significant impact on children's safety and well-being.
- At times, staff provide activities for younger children that are too challenging and do not reflect their learning needs. Children become distracted and lose interest.

It has the following strengths

- Staff treat children fairly and with respect. They encourage children to share, take turns and have good manners. Children are happy and well settled.
- The manager has a clear vision for the nursery and evaluates practice routinely. She uses feedback from parents, staff and children to identify and develop areas for improvement.
- The manager and staff build positive relationships with parents. Staff regularly share information with parents to support their children's learning and development. For example, staff inform parents of children's care routines and achievements.
- There are effective links with other settings that children attend. Staff share information regularly to provide a consistent approach to children's learning and development.
- All children make good progress and the quality of teaching overall is good. Staff complete accurate observations and assessments and use this information to plan activities to support children's learning.

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

- | | |
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| ■ implement robust recruitment procedures to ensure that all staff working with children are suitable to do so. | 16/03/2018 |
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To further improve the quality of the early years provision the provider should:

- support staff in providing activities for younger children that fully reflect their learning needs and interests.

Inspection activities

- This inspection was carried out as part of a risk assessment process following information received by Ofsted.
- The inspector spoke to the manager and other staff at appropriate times throughout the inspection.
- The inspector observed staff interactions with children during indoor and outdoor play, snack and lunch times and during care routines.
- The inspector engaged in a joint observation with the manager.
- The inspector sampled various documents, including risk assessments, the nursery's self-evaluation form, children's records and a range of policies and procedures.

Inspector

Becky Phillips

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are not effective. The manager has not completed all necessary checks to ensure that all staff are suitable to work with children. Recruitment and vetting procedures are not robust. However, staff do have an understanding of the policies and procedures to follow should they have a concern about a child's well-being. The manager implements policies and procedures appropriately, including for behaviour management, health, safety and hygiene. The manager and staff undertake regular risk assessments to identify and minimise any hazards. The manager regularly observes practice and holds supervisory sessions with staff to continually improve their knowledge and skills. The manager and staff monitor children's overall development well, and use this information to ensure children requiring additional support soon catch up.

Quality of teaching, learning and assessment is good

Staff know the children well and plan activities based around their individual interests and next steps in learning. However, at times, staff provide activities that do not reflect the needs of younger children and they quickly lose interest. Staff place a good focus on encouraging children's language and communication. For example, staff describe what children are doing as they play, acting as good role models for language and use visual aids to support children to communicate their needs. Staff support children's creative skills well. For instance, children enjoy exploring different tools to make marks. Babies extend their understanding of the world around them. They explore different musical instruments by banging and shaking them to make different sounds.

Personal development, behaviour and welfare are inadequate

The provider's failure to meet some safeguarding and welfare requirements means that children's safety cannot be assured. However, children develop positive relationships with staff and their peers. Staff are positive role models. They offer lots of praise and encouragement for children to support their confidence and self-esteem. Children enjoy healthy meals and have lots of opportunities for fresh air and exercise to support their physical development. For example, children have regular access to a well-resourced outdoor area and younger children enjoy soft-play sessions. Staff ensure that children follow good hygiene practices. For example, they remind them to wash their hands before they eat.

Outcomes for children are good

All children make good progress. They are happy, confident and enjoy their learning. Younger children enjoy exploring the resources and finding out what they can do with them. They learn to make choices and take turns and independently feed themselves at mealtimes. Children are well prepared for the next stage in their learning and eventual move to school.

Setting details

Unique reference number	EY544294
Local authority	Merton
Inspection number	1125212
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 3
Total number of places	37
Number of children on roll	14
Name of registered person	Alimatu Sadia Dawud
Registered person unique reference number	RP544293
Date of previous inspection	Not applicable
Telephone number	07794075743

Future Leaders Day Nursery registered in 2017. It is situated in Pollards Hill, Mitcham, Surrey. The nursery is open from 7.30am to 6pm, five days a week all year round. There are currently eight staff working with the children, five of whom hold relevant childcare qualifications from level 2 to level 6. The nursery receives funding for children aged two, three and four years old.

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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