

Little Robins Montessori Nursery & Preschool

2 Craigdale Road, Hornchurch, Essex, RM11 1AE



Inspection date

26 February 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 and manager have a weak understanding of child protection. For example, they are unaware of the correct procedure to follow if an allegation is made against a staff member. They have failed to designate a lead practitioner for safeguarding.
- The provider does not ensure that staff working with children are vetted appropriately. She allows staff whose suitability has not been checked to have unsupervised contact with children. This puts children at significant risk of harm.
- The provider fails to ensure that the premises and environment for babies are fit for purpose. In addition, staff do not always recognise risks to children's safety.
- The manager does not ensure that staff are deployed effectively to fully supervise children, to keep them safe and meet their care and learning needs.
- Arrangements for the supervision and training of staff and managers are ineffective in raising the quality of provision and teaching to consistently good levels.
- The provider does not maintain all required records and ensure that these are easily accessible and available for inspection.
- Not all children make sufficient progress in their learning. Staff do not use assessment information well to plan and meet children's individual learning needs. In addition, they do not complete the progress check at age two years, as required.

It has the following strengths

- Overall, staff interact warmly with children and support their communication and language development.

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
■ ensure all staff understand the procedure to follow in the event of an allegation being made against a member of staff	19/03/2018
■ ensure there is a designated safeguarding lead practitioner who has attended appropriate child protection training	19/03/2018
■ ensure that any staff whose suitability has not been checked do not have unsupervised contact with children	19/03/2018
■ implement effective recruitment processes and ensure that staff working with children are suitably vetted to carry out their roles and responsibilities	19/03/2018
■ ensure that the premises and environment for babies are fit for purpose and suitable to meet their needs, with particular regards to the temperature	19/03/2018
■ ensure that risk assessments carried out by staff effectively identify risks to children's safety, and steps are taken to remove or minimise them	19/03/2018
■ ensure staff are deployed effectively to fully supervise children, to keep them safe, meet their needs and support their learning	19/03/2018
■ implement effective arrangements to provide support, training and coaching for managers and staff, to improve their personal effectiveness and raise the quality of the provision	19/03/2018
■ maintain all required records and ensure these are easily accessible and available for inspection.	19/03/2018

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

	Due Date
■ ensure that staff complete the progress check at age two years and use their assessments effectively to identify and address any gaps in children's learning	03/04/2018
■ ensure that staff use assessment information well to plan challenging activities that take into account children's individual learning needs, interests and stages of development.	03/04/2018

Inspection activities

- This inspection was carried out following the risk assessment and breaches were identified that linked to the concerns raised.
- The inspector looked at documentation, including recruitment records and evidence of staff suitability and qualifications.
- The inspector checked all areas of the premises. She observed all play areas and staff interactions with children.
- The inspector spoke to members of staff and children at appropriate times throughout the inspection.
- The inspector held meetings with the management team and conducted a joint observation with the manager and the provider.

Inspector

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Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider and manager do not have sufficient understanding of safeguarding or the procedures to follow in the event of allegation being made against a staff member. In addition, they are not clear about who should be the designated safeguarding lead of the nursery. Recruitment processes are inadequate. The provider does not follow effective and rigorous vetting processes to recruit staff. For example, she does not complete Disclosure and Barring Service checks or obtain references for new staff before appointing them. She allows these staff to have unsupervised contact with children and to provide personal care. Consequently, children's safety cannot be assured. The provider does not ensure that the premises and environment, particularly for babies, are fit for purpose. The staff and manager fail to assess the risk to children's health of putting babies in a portable cabin with temperatures as low as 12 degrees Celsius. In addition, they put unsuitable rugs on the floor which cause the babies to trip and fall. Although staff have previously raised concerns about the temperature and suitability of the baby room, the managers and provider have not taken effective steps to address the issue. Arrangements for the supervision and training of staff and managers are ineffective. Managers are unclear about their roles and responsibilities. The provider fails to maintain all required records and ensure that these are easily accessible and available for inspection. For example, she could not provide the manager's qualification certificate at inspection. Self-evaluation is weak and does not identify breaches of requirements. Staff provide feedback at the end of each day to help keep parents informed about children's care routines.

Quality of teaching, learning and assessment is inadequate

Assessment systems are ineffective in ensuring that activities planned meet the children's individual learning needs. Some staff and management do not know how to access information about children's next steps for learning in the electronic system currently in use, so that they can plan appropriate activities for each child. In addition, staff do not complete the progress check at age two years for all children, to help identify and address any gaps in their learning and development. Staff are not deployed well to ensure that all children are engaged in meaningful activities. For example, babies are left to wander around without any meaningful interaction from staff. Some toddlers and older children stand idle, not knowing what to do. When staff do plan group activities, they engage well with the children. For example, during a planned painting activity in the baby room, staff commented on what the children were doing, gave clear instructions and encouraged the children to repeat single words after them. This successfully supports children's emerging vocabulary.

Personal development, behaviour and welfare are inadequate

There are significant weaknesses in safeguarding which compromise children's safety. Staff fail to supervise children's play effectively. For example, on the day of the inspection, some young children were seen to put small parts of toys into their mouth, which went unnoticed by staff. Some children become bored easily and their behaviour deteriorates as they are not challenged enough in their learning. Overall, the provider ensures that all

areas of the nursery are clean and adequate resources are in place to promote appropriate hygiene. Children benefit from eating healthy meals and snacks to help support their physical well-being.

Outcomes for children are inadequate

Weaknesses in teaching and assessment have a negative impact on the progress children make. Not all children make sufficient progress in their learning. Some appear very confident and speak well while others do not. Some older children occupy themselves, rather than actively learning. Children who are the most able learners are not challenged enough to help them make the best possible progress in their learning. Overall, children acquire some basic skills that they need for their next stage of learning. However, they are not prepared well enough for starting school.

Setting details

Unique reference number	EY549496
Local authority	Havering
Inspection number	1125674
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	48
Number of children on roll	17
Name of registered person	Kavitha Niranjan
Registered person unique reference number	RP549495
Date of previous inspection	Not applicable
Telephone number	01708 607760

Little Robins Montessori Nursery and Preschool registered in 2017. It is located in Hornchurch in the London Borough of Havering. The provision is open each weekday from 7.30am to 6.30pm, all year round. There are 12 members of staff who work directly with the children. Of these, nine hold appropriate childcare qualifications at level 2 and above.

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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