

Willows Day Nursery

Sutton General Hospital, Cotswold Road, Sutton, Surrey, SM2 5NF



Inspection date

31 January 2018

Previous inspection date

15 May 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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The provider does not always record information about staff identity checks. This specifically refers to Disclosure and Barring Service checks. Therefore, it is unclear if all those working with the children are suitably vetted.
- Managers do not implement systems to check that staff are continually suitable to work with children during their employment. This potentially puts children at risk of harm.
- Managers do not focus staff's professional development sharply on improving teaching. Children do not benefit from learning outcomes that continually improve.
- Staff do not consistently take account of children's age, stage of development and interests to plan activities that meet their individual learning needs.
- Children who have special educational needs (SEN) and/or disabilities do not always benefit from the targeted support they need to progress well from where they started.
- Managers do not make effective use of monitoring systems. They do not have a strong overview of the progress children make, the curriculum or the quality of teaching to help achieve and maintain good standards.

It has the following strengths

- Staff are kind and caring. They get to know children's care needs well from the start and offer them help to settle in. Children develop bonds with staff and are comfortable attending.
- The environment is clean and secure. The rooms are welcoming, bright and well resourced. Children have fun and enjoy attending. Parents comment they are happy with the service.

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
■ record information about staff identity checks, which must include the Disclosure and Barring Service check reference number, the date the check was obtained and details of who obtained it	28/02/2018
■ ensure effective systems are in place to check that staff working with the children are continually suitable to do so	28/02/2018
■ expand the performance management arrangements for staff and sharply focus professional development on improving teaching to help outcomes for children further improve	28/02/2018
■ develop the planning and take account of children's age, stage of development and interests to provide a range of good-quality activities that meets their individual learning needs	28/02/2018
■ ensure targeted arrangements are in place to support children who have special educational needs (SEN) and/or disabilities to progress as well as possible from where they started.	28/02/2018

To further improve the quality of the early years provision the provider should:

- develop the monitoring systems to gain a better overview of children's progress, the curriculum and the quality of teaching to achieve and maintain good standards.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outside. She assessed the impact this has on children's learning.
- The inspector completed a joint observation with the manager of the nursery.
- The inspector spoke to staff and held a meeting with the nursery manager.
- The inspector looked at relevant documentation and checked evidence of the suitability of staff working in the nursery.
- The inspector spoke to children and parents during the inspection and took account of their views.

Inspector

Josephine Heath

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider has misplaced some recruitment information. Therefore, they do not keep an accurate record of Disclosure and Barring Service checks for all staff, including the date the check was completed, the reference number and details of who obtained it. Some staff who have worked at the nursery for an extended period and are, therefore, left alone with children may not be suitably vetted. Furthermore, managers do not have effective systems to check the suitability of staff in an ongoing way once their employment commences. Therefore, they are unaware if there have been any changes for them personally or those they live with that may negatively affect their suitability to work with children. This potentially puts children's safety and well-being at risk. The arrangements for the performance management of staff are not good enough. Managers do not focus as sharply as possible on improving teaching practice. Nevertheless, managers supervise staff and ensure they benefit from some training opportunities, such as safeguarding. Managers and staff know how to identify and prevent different types of child abuse or neglect. Overall, self-evaluation and monitoring are developing and the manager aspires to improve. However, she does not have a good enough overview of children's progress, the curriculum or teaching to help identify and address weaknesses and improve.

Quality of teaching, learning and assessment requires improvement

The quality of teaching varies. Staff do not have the highest expectations of what children can achieve. The planning is not precise enough. Staff do not always effectively provide activities that challenge or support the key next steps in children's development. Sometimes children struggle to choose activities and they do not always become fully absorbed in learning. Nevertheless, staff can assess children's learning so far. They share this information with parents, other providers and professionals and welcome their contributions. Staff promote children's learning in a general way through different activities. For example, babies enjoy play with malleable materials, including sand, water and ice. Toddlers like exploring small-world play objects, such as vehicles. Pre-school children enjoy creative activities, such as construction, drawing, role play and icing cakes.

Personal development, behaviour and welfare are inadequate

Due to weaknesses within leadership and management, children's welfare is not fully assured. Furthermore, weaknesses in teaching mean that children are not fully motivated to learn. Nevertheless, children's physical well-being is promoted adequately in some ways. For example, staff teach children about the importance of living a healthy lifestyle. They provide children with nutritional meals. They ensure they adopt good cleanliness regimes. Staff also encourage lots of physical activity and children enjoy playing outside.

Outcomes for children require improvement

Children do not progress as well as possible in their learning. Overall, the gaps in the attainment of those who have SEN and/or disabilities are not closing as swiftly as they should. Nevertheless, children are acquiring, in the main, the skills they need in readiness for the move on to school. For example, children build confidence and independence.

Children follow the nursery rules, adhere to the simple routines, respect the environment and play well with others. Most children are supported to develop their communication and literacy skills. Babies and young children enjoy stories and singing. Pre-school children enjoy playing games, such as sound bingo, and taking part in phonic sessions where they can learn, identify and use different letter sounds.

Setting details

Unique reference number	139935
Local authority	Sutton
Inspection number	1089586
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	0 - 4
Total number of places	48
Number of children on roll	51
Name of registered person	Epsom & St Helier NHS Trust
Registered person unique reference number	RP903617
Date of previous inspection	15 May 2015
Telephone number	020 8296 3939

Willows Day Nursery registered in 2001. The nursery employs 11 members of childcare staff. All hold appropriate early years qualifications at level 3 and above. The nursery operates all year around. Sessions are available Monday to Friday from 7.15am until 5.45pm. The nursery provides funded early education for two-, three- and four-year-old children.

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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