

Ceres Nursery Ltd, Working Mums Daycare & Preschool



Roebuck house, 284-286 Upper Richmond Road West, London, SW14 7JE

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| Inspection date | 28 March 2018 |
| Previous inspection date | 2 June 2016 |

| 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

- Leadership and management are ineffective. The management team does not ensure that all adults who work with children receive adequate induction and supervision to help them understand their roles and responsibilities.
- The management team fails to protect children's safety and welfare. They do not ensure all staff have a secure knowledge of the requirement regarding disqualification by association or what changes to their personal circumstances might affect their suitability. These weaknesses compromise children's safety and well-being.
- On more than one occasion, the adult-to-child ratio requirements have not been met. This puts children's safety at further risk.
- The recording for accidents and incidents is inadequate. Staff do not record all accidents or include the first-aid treatment children receive, as required.
- Staff do not observe and assess children's learning accurately to help them plan suitably challenging activities. Children do not make the progress of which they are capable.
- The management team does not evaluate the provision rigorously, to identify and address all weaknesses swiftly.

It has the following strengths

- Staff provide children with some opportunities to develop their language skills, for example, by reading and singing to them.

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 |
|---|-----------------|
| <ul style="list-style-type: none"> ■ ensure that all adults receive induction and ongoing support, coaching and training to help them understand their roles and responsibilities and to improve the quality of teaching | 18/04/2018 |
| <ul style="list-style-type: none"> ■ ensure all staff gain knowledge of the statutory requirements relating to disqualification by association to ensure the safety of children | 18/04/2018 |
| <ul style="list-style-type: none"> ■ ensure all staff have a secure understanding of what changes in their personal circumstances may have an impact on their suitability to work with children | 18/04/2018 |
| <ul style="list-style-type: none"> ■ ensure that adult-to-child ratio requirements are met at all times | 18/04/2018 |
| <ul style="list-style-type: none"> ■ ensure staff record all known accidents and keep a written record of them and the first-aid treatment given to children | 18/04/2018 |
| <ul style="list-style-type: none"> ■ improve the observation, assessment and planning procedures and use the information effectively to ensure that all children make the best possible progress across all areas of learning. | 28/04/2018 |

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

- evaluate the quality of the provision more effectively to identify all areas for improvement to improve outcomes for children.

Inspection activities

- The inspection was carried out following a risk assessment.
- The inspector discussed with the management team how it evaluates the setting to identify strengths and target areas for improvements. She spoke to staff and interacted with children at appropriate times.
- The inspector checked documents relating to the suitability and qualifications of staff. She discussed with the management team the setting's safeguarding procedures, and accident and incident records.
- The inspector observed the quality of teaching during indoor and outdoor activities, and assessed children's learning. She spoke to parents and read written feedback from them.
- The inspector carried out a joint evaluation with the deputy manager.

Inspector

Marisol Hernandez-Garn

Inspection findings

Effectiveness of the leadership and management is inadequate

The management team does not support staff to improve their performance. They do not induct all adults to understand their responsibilities, including how to complete emergency evacuations. This limits staff's ability to support and protect children's welfare. Safeguarding is ineffective. Some staff are not aware of the requirements that relate to ensuring their suitability and the changes in their circumstances that need to be reported to the provider. These weaknesses compromise children's safety. However, staff know what action to take should they have any concerns about the welfare of a child. The management team does not ensure the ratio requirements are met at all times. They do not deploy staff effectively. On occasions, staff leave the room without considering if there are sufficient adults to supervise children effectively. This does not assure children's safety and security. The management team seeks the views of parents to help evaluate the setting. However, self-evaluation is not rigorous enough to identify all weaknesses, such as the poor recording of children's progress and weaknesses in accident records. There has been a high staff turnover, which has affected the overall quality of care and education. Nonetheless, senior managers show some commitment to improving the provision.

Quality of teaching, learning and assessment is inadequate

Staff do not know children well enough. They do not observe and assess children's learning regularly or accurately. Although staff plan activities, these often lack suitable challenge and do not focus on what children enjoy and can do. For example, staff were not successful in engaging the babies during a cooking activity. On other occasions, staff failed to recognise when older children became disengaged and restless because the group activity was mundane and unimaginative. This limits children's overall enjoyment and motivation to learn. Although some staff respond to toddlers' emerging needs, they do not use the opportunities well enough to build or extend children's existing skills. For instance, staff became too focused on blowing bubbles and missed chances to engage with the children purposefully. As a result, children lost interest and wandered away.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and teaching do not assure children's development and welfare. For example, staff do not record all children's accidents or first-aid treatment, as required. Generally, staff support behaviour appropriately, encouraging children to share and play with others. Children enjoy some activities that support their social and physical skills. For instance, they have regular opportunities to exercise, riding bikes and playing with balls confidently. Staff check the premises to identify and minimise hazards. They share some information with parents to help provide continuity of care for the children.

Outcomes for children are inadequate

Not all children learn the important skills that they need for their future learning, including their eventual move to school. Younger and older children's learning is limited. They often lose interest and become disengaged because the activities are not suitably challenging. Despite this, children develop some independence skills, such as during daily routines.

Setting details

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| Unique reference number | EY432978 |
| Local authority | Richmond upon Thames |
| Inspection number | 1133088 |
| 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 | 86 |
| Number of children on roll | 136 |
| Name of registered person | Ceres Nursery Limited |
| Registered person unique reference number | RP906908 |
| Date of previous inspection | 2 June 2016 |
| Telephone number | 020 8392 8522 |

Ceres Nursery Ltd, Working Mums Daycare & Preschool registered in 2011. The nursery is located in the Borough of Richmond upon Thames. It is open each weekday from 8am to 6pm all year round, except on bank holidays and one week over the Christmas period. The nursery receives funding for the provision of free early education for children aged two, three and four years. There are 16 staff members, including the manager; of these, 10 hold appropriate early years qualifications.

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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