

# Willow Tree Nursery

2a Greenleaf Road, London, E17 6QQ



## Inspection date

Previous inspection date

3 April 2018

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

- Leaders do not supervise staff or monitor their practice effectively enough to identify inconsistencies in the quality of teaching.
- The quality of teaching is weak and activities do not offer sufficient challenge to promote children's learning. Assessment and monitoring processes do not accurately identify what children can do and need to learn next, to help them make progress in their learning.
- The key-person system is not fully embedded. Not all children have been assigned a key person to ensure their emotional and learning needs are met. Strategies for engaging parents in their children's learning are weak and focus mainly on care practices and routines.
- In general, record-keeping is poor. For example, accidents are not recorded promptly and required information is not consistently available on site, such as evidence of staff's identity checks, vetting processes and qualifications.
- The outdoor area is not a stimulating environment for children's play, and staff do not remove hazards and obstructions, such as rubbish bags, when children play outside.
- Self-evaluation is weak. The provider does not reflect on the quality of the provision well enough to identify and address all weaknesses and improve practice and children's outcomes.

### It has the following strengths

- Children benefit from freshly prepared, nutritious food as part of a healthy lifestyle.

## What the setting needs to do to improve further

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

	Due Date
■ improve the monitoring and supervision of staff to identify weaknesses in practice and target support to raise the quality of teaching to a consistently good level	23/04/2018
■ ensure that each child has a key person to meet their needs, and who is known to parents and carers, to promote a consistent approach to children's care and learning	23/04/2018
■ ensure that all required information and records are readily accessible and available on site for inspection	23/04/2018
■ ensure that records of accidents and incidents relating to children are accurately recorded and completed in a timely manner	23/04/2018
■ improve the quality of staff's interactions with children and provide challenging and enjoyable activities that help all children to make good progress	23/04/2018
■ improve assessment and tracking processes to ensure that all children make good progress in their learning and any gaps in learning are accurately identified.	23/04/2018

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

- make improvements to outdoor areas where children play and ensure they are free from obstructions, particularly with regard to rubbish sacks and bins
- use self-evaluation effectively to identify breaches in requirements and weaknesses in practice, to improve outcomes for all children.

## **Inspection activities**

- The inspection was conducted as a result of a risk assessment, following concerns received about the nursery.
- The inspector checked all areas of the premises, spoke to staff and observed their interactions with babies and children.
- The inspector held discussions and carried out a joint observation with the new manager of the nursery.
- The inspector spoke to parents and took account of their views.
- The inspector looked at relevant documentation, such as children's records, risk assessments, policies and procedures.

## **Inspector**

Jennifer Forbes

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Leaders and managers do not monitor staff's practice effectively enough and provide sufficient support to staff to ensure that teaching is consistently strong. The monitoring of staff's planning for children's learning is not sufficient to ensure that children are supported to achieve to the best of their ability. Safeguarding is effective. Staff understand their responsibility to protect children and know how to report any concerns about children's safety and well-being. Risk assessments of the premises are carried out on a daily basis to ensure the building is secure. Staff ensure that visitors to the nursery do not have unsupervised access to children and required ratios are maintained. However, the provider does not ensure that required information regarding staff's qualifications and the identity checks and vetting processes that have been completed is available on site. In addition, some accident records are not completed before the staff who dealt with them go home. This has an impact on children's safety.

### Quality of teaching, learning and assessment is inadequate

Staff do not carry out meaningful observations and assessments of children's learning or track children's progress in order to meet their needs successfully. Babies and children do not receive sufficient stimulation to prevent them from becoming bored and fractious. Staff do talk to children and listen to their responses on occasions and this supports their communication and language development. Occasionally, staff count objects for children and talk about colours and shapes, and children enjoy doing puzzles. Staff sit with children and read books to them and let them turn the pages. They sing songs and encourage children to dance and join in with action rhymes. Children enjoy playing with sand and other sensory materials, such as coloured dough, although these activities are brief and not offered at a time to allow children to explore and become fully engaged.

### Personal development, behaviour and welfare are inadequate

The key-person system is not effective in supporting children's emotional well-being. Not all children have been assigned a key person and this means that those children and their parents are not supported to build a settled and secure relationship with staff. Children receive daily access to outdoor play and this helps to promote their physical development. However, facilities in the outdoor area are not stimulating enough to support children's all-round development and learning. Babies and children enjoy healthy snacks and meals and a ready supply of fresh drinking water. They attempt to serve their own food and feed themselves according to their ability and stage of development. Babies are safely strapped into chairs and receive additional food if they indicate they want more. Staff are kind and encourage children to be independent and to try to do things for themselves. Staff change nappies frequently to ensure that children stay comfortable.

### Outcomes for children are inadequate

Outcomes for children are poor. Children's progress is uncertain because they are not allocated a key person to accurately assess their learning and development. Children do not have enough opportunities to enjoy activities that are structured to meet their differing needs. Children are not supported to be ready for the next stages in their

learning or school. Their curiosity and imagination are not stimulated and they do not receive enough challenge to enable them to make steady progress.

## Setting details

<b>Unique reference number</b>	EY554765
<b>Local authority</b>	Waltham Forest
<b>Inspection number</b>	1133456
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	27
<b>Number of children on roll</b>	20
<b>Name of registered person</b>	Olamide Oluwakemi Fajimolu
<b>Registered person unique reference number</b>	RP554764
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	02085209311

Willow Tree Nursery registered in 2018. It is situated in Walthamstow in the London Borough of Waltham Forest. The nursery is open Monday to Friday from 7am to 7pm all year round, except for bank holidays. There are seven members of childcare staff, all of whom hold appropriate early years qualifications from level 2 to level 7.

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