

Seahorses Day Nursery

Winterleys House, Albert Road, London, NW6 5DR



Inspection date	17 May 2018
Previous inspection date	11 October 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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 does not make sure that the provision meets the statutory requirements, including those for safeguarding children. Many of the issues identified at this inspection have been raised in previous inspections.
- Leader's monitoring and assessment of the manager's and staff's practice is not robust or effective. Staff are given roles and responsibilities without the necessary knowledge to enable them to carry out these roles effectively.
- Risk assessment is not effective and does not ensure children's safety.
- The manager and staff do not ensure children's safety as accidents are not always recorded and parents are not fully informed when injuries occur.
- The quality of teaching, including the use of observation and assessment of children's learning, continues to be poor. Children are not engaged in enough activities that provide sufficient challenge or interest.
- The manager and staff do not support the needs of individual children. This impacts negatively on children's learning and development and means that children do not make the progress they should.
- Staff lack a clear understanding of the importance of supporting all children's communication and language development as they play.

It has the following strengths

- Staff support older children's independence when using the bathroom and during mealtimes. Children learn how to wash their hands in preparation to eat and serve themselves food.

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

- | | |
|--|------------|
| ■ implement a policy and procedure to safeguard children in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB) with particular regard to the 'Prevent duty guidance' | 18/07/2018 |
| ■ provide an effective designated practitioner with lead responsibility for safeguarding to provide support, advice and guidance to staff on an ongoing basis and on any specific safeguarding issue as required | 18/07/2018 |
| ■ improve supervision arrangements so that staff are provided with effective support, coaching and training to help them to provide good quality care and learning experiences for all children | 18/07/2018 |
| ■ implement a thorough and effective risk assessment that demonstrates prompt action is taken to remove or minimise risk to ensure children's safety at all times and to inform parents and/or carers of how risk is managed | 18/07/2018 |
| ■ ensure a written record of all accidents is maintained and information regarding children's accidents is shared with parents | 18/07/2018 |
| ■ maintain a daily record of the names of the children looked after on the premises, their hours of attendance and the names of the children's key workers. | 18/07/2018 |

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

	Due Date
■ improve staff's knowledge and understanding of the early years foundation stage learning and development requirements, in particular the seven areas of learning	18/07/2018
■ improve the quality of interactions with children so that conversations are interesting and engaging and encourage children to explore, create and develop their own ideas	18/07/2018
■ ensure that the individual needs, interests and stage of development of each child is used to plan a challenging and enjoyable experience in all of the areas of learning and development	18/07/2018
■ develop staff's understanding of how children learn so that observations and assessments are precise and accurate and used effectively to plan for, and monitor, children's development.	18/07/2018

Inspection activities

- The inspector spent the majority of time observing children.
- The inspector sampled documentation including children's records and staff suitability checks.
- The inspector observed interactions and activities provided for children, indoors and outdoors.
- The inspector completed a joint observation with the manager.
- The inspector spoke to a sample of parents.

Inspector

Julia Crowley

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Leaders and managers have failed to sustain improvements following the last inspection. For example, children have access to broken equipment because risks identified are not removed quickly enough. In addition, the manager does not have a full understanding of what to do when an allegation is made against a member of staff. Managers and staff do not always understand or follow the nursery's own policies to protect children, including the Prevent Duty. Staff do not always complete accident records or make it a priority to notify parents when a child has an injury. Managers and staff do not always ensure that attendance registers are accurate at all times. Staff do have opportunities to meet routinely with the manager, but these supervision meetings are not leading to improvements in the quality of care and teaching practices. Leaders and managers do not plan for the individual needs of the children to ensure that they are provided with a range of interesting and challenging experiences. The managers are unclear of what needs to change and so are unable to effectively drive improvement.

Quality of teaching, learning and assessment is inadequate

Staff carry out frequent observations of children. However, the observations are not always accurate and do not assist staff to plan effectively to enable children to make the progress they are capable of. The planning of the educational programme does not meet the needs of the more confident children, those preparing for school or those children who require additional support. There is not enough importance placed on ensuring planning for very young children covers the most significant areas of learning. Very young children are left to move around the play area without sufficient supervision from staff. Staff speak to the children throughout the day but fail to introduce new words and concepts to the children to extend their learning. Conversations and activities are not interesting enough to engage children and spark their curiosity. Story times are not well planned to encourage children's interest in books. For example, staff choose the book, turn the pages and decide to end the story before finishing it. Outdoor play lacks planning and daily trips to the park do not provide children with suitable opportunities to learn outside.

Personal development, behaviour and welfare are inadequate

The weaknesses in the leadership and management of the provision compromise children's safety and welfare. Older children do not gain a sense of achievement as staff's expectations are set too low. Quieter children are not encouraged to contribute or feel included in the group and so do not gain a positive learning experience. Staff do not ensure that very young children receive adequate support and attention. Not all children's self-awareness and confidence is supported as staff do not encourage and praise those children that require additional language support. The key person arrangements are not effective at meeting individual children's needs.

Outcomes for children are inadequate

Weaknesses in the quality of teaching have a negative impact on the progress children make at the nursery. Therefore, children are not well-prepared for the next steps in their learning. Planning does not meet the needs of the children as staff do not consider the

age and stages of development of the different children within the group. Activities lack challenge for the pre-school children while younger children are often overwhelmed by more confident and older children that dominate the activity.

Setting details

Unique reference number	EY465629
Local authority	Brent
Inspection number	1119999
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 - 5
Total number of places	25
Number of children on roll	13
Name of registered person	Seahorses Bek Limited
Registered person unique reference number	RP910938
Date of previous inspection	11 October 2017
Telephone number	0207 6243373

Seahorses Day Nursery registered in 2013 and operates from a community hall in Kilburn, in the London Borough of Brent. The nursery is open each weekday, term time only. The nursery is in receipt of funding for the provision of free early education to children aged two, three and four years. The nursery employs five staff who hold relevant 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2018

