

Inspection date	3 July 2018
Previous inspection date	29 January 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
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 management committee do not monitor the overall quality of the provision and this results in a number of requirements not being met. Leaders do not monitor managers to ensure they effectively implement registration requirements.
- The arrangements for the designated safeguarding lead are ineffective. The designated safeguarding leads are not aware of welfare concerns and as a result they do not monitor children who may be at risk.
- The management committee and managers fail to ensure robust vetting and recruitments systems are in place. Furthermore, they do not ensure the overall and ongoing suitability of staff.
- Managers do not ensure potential risks to children are minimised.
- Children's health is compromised due to poor sleeping arrangements.
- Teaching is weak. Staff do not plan for children's next steps in learning. Deployment of staff is poor, meaning not all children are engaged.
- The management committee and managers do not effectively target improvement in the action plans that are in place.

It has the following strengths

- Children in the Rainbow room enjoy a well-resourced environment.

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
<ul style="list-style-type: none"> ■ ensure appropriate arrangements are in place to monitor the effectiveness of managers so they understand their roles and responsibilities and to drive improvement 	23/08/2018
<ul style="list-style-type: none"> ■ ensure that the designated safeguarding lead fully understands their role and is able to understand, identify and respond to child protection matters, to provide support and guidance to staff 	23/08/2018
<ul style="list-style-type: none"> ■ improve monitoring systems to ensure there is targeted intervention to tackle poor staff performance and practice issues 	23/08/2018
<ul style="list-style-type: none"> ■ ensure vetting and recruitment procedures are fully robust and ensure the suitability of staff 	23/08/2018
<ul style="list-style-type: none"> ■ develop effective safeguarding systems to ensure children's attendance and those with welfare concerns are monitored 	23/08/2018
<ul style="list-style-type: none"> ■ make sure staffing arrangements are effective, meet the needs of all children and ensure children are adequately supervised and engaged 	23/08/2018
<ul style="list-style-type: none"> ■ ensure risk assessments identify aspects of the premises that need to be checked, and how the risks will be removed or minimised 	23/08/2018
<ul style="list-style-type: none"> ■ ensure children are provided with individual bedding and bowls for snack time to minimise cross infection. 	23/08/2018

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

	Due Date
<ul style="list-style-type: none"> ■ ensure staff use their observations and assessments of children's development to effectively plan for their next steps in learning. 	07/09/2018

Inspection activities

- The inspection was conducted following Ofsted's risk assessment process
- The inspector looked at samples of observations, assessments and planning to assess children's progress.
- The inspector looked at policies and procedures including safeguarding.
- The inspector spoke to staff and held meetings with leaders and managers.
- The inspector spoke with children and held discussions with parents to take account of their views.

Inspector

Seema Parmar

Inspection findings

Effectiveness of the leadership and management is inadequate

There has been a significant decline in the overall quality of provision since the last inspection. Safeguarding is ineffective. Managers do not follow safe recruitment procedures to check staff's suitability to work with children. For example, they do not check for gaps in employment history or obtain up to date references from the most recent employers. The management committee and managers do not monitor safeguarding practice or the quality of teaching to ensure children are safe or to eliminate inconsistencies in practice. The management committee's monitoring of the setting's managers is ineffective. As a result they do not ensure that the statutory requirements are met and maintained. Furthermore, staff supervision systems are weak. Managers do not address weaknesses in staff practice. In addition, they do not adequately consider risk or remove potential hazards to children. For example, potentially harmful chemical spray foam and loose untacked wiring are accessible to children as they go up and down the stairs. Self-evaluation is poor and does not effectively identify key areas of weakness. Designated safeguarding leads do not fulfil their roles effectively. This is because information about current welfare concerns about the children in their care is not being shared appropriately. Although staff have an awareness of some safeguarding issues, some are not aware of local authority guidance and reporting procedures. This includes what to do when an allegation is made against a member of staff. As a result, children's welfare and wellbeing is compromised.

Quality of teaching, learning and assessment is inadequate

Teaching is weak. Although staff use their observations of children's play and learning to track children's progress, they do not plan for their next steps in learning. Furthermore, some staff do not use information already held about children to support them effectively when they move to a new room within the setting. This impacts on children's progress and on staff's ability to support children into their next stage of learning. Staff deployment is weak. This often results in some children wandering aimlessly and not being engaged in purposeful play.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding compromise children's welfare and well-being. Staff do not promote appropriate hygiene practice to minimise cross infection. For example, in the baby room staff walk on children's bedding with their shoes on. Furthermore, babies put their hands into shared snack bowls when they have already had their hands in their mouths and other babies then eat from these bowls. In the baby room, staff deployment at lunch time is poor. Consequently, children do not receive the attention they need. Children develop their physical skills and enjoy fresh air and exercise outside as they climb and swing on rope ladders. Children enjoy well-balanced meals which meet their individual dietary requirements. Some parents spoken to as part of the inspection expressed their satisfaction with staff and the nursery.

Outcomes for children are inadequate

Weaknesses in the quality of teaching have a negative impact on outcomes for children. Children are unable to build on and extend their learning and this means they do not make as much progress as they should. Some children appear bored, wander around and are not engaged in the range of available activities. As a result children are not well prepared for their next stage of learning.

Setting details

Unique reference number	EY391949
Local authority	Southwark
Inspection number	1139391
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 5
Total number of places	59
Number of children on roll	103
Name of registered person	Arc Community Trustees
Registered person unique reference number	RP528903
Date of previous inspection	29 January 2014
Telephone number	02073787532

Arc Nursery was established in 2002 re-registered again in 2009 when management of the provision was transferred to a parent-led charitable trust. Arc nursery is one of two settings overseen by the trust. The setting is located in the London Borough of Southwark. The setting receives funding for provision of free early education, including funding for two-year-old children. 34 members of staff work in the nursery and, of these, 30 staff hold qualifications at level 2 or above. In addition, the nursery employs a cook and an administrator.

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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