

Green Shoots Day Nursery

55 Palfrey Place, LONDON SW8 1AR



Inspection date	29 October 2018
Previous inspection date	3 May 2016

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

The provision requires improvement. It is not yet good because:

- The provider has not ensured that every member of staff has a secure understanding of the 'Prevent' duty.
- The provider has not followed her recruitment procedures when employing new staff. She has relied on her previous knowledge of staff, and not taken up new references.
- There is no named deputy to take charge in the manager's absence, as required.
- Staff have not had many recent opportunities for professional development to help them extend their teaching skills to the highest level.

It has the following strengths

- Children make good progress. They enjoy exploring and investigating. They are confident and independent.
- The learning environment is inviting and well organised. The open-plan design provides children with the freedom to play with their siblings, and for different age groups to mingle when appropriate.
- Children have very good opportunities to develop their language and literacy. For example, they thoroughly enjoy books and staff interact with them positively throughout the day, introducing new vocabulary and listening with interest to what children have to say.
- Partnership with parents is good. Parents feel well informed about their child's progress.

What the setting needs to do to improve further

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

	Due date
ensure all staff have a good understanding of the 'Prevent' duty	30/11/2018
improve the recruitment and vetting procedures to ensure they are robust and provide sufficient checks to ensure all staff are suitable	30/11/2018
ensure there is a named deputy who is suitably qualified and experienced to take over when the manager/provider is not available.	30/11/2018

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

- provide more opportunities for staff's professional development to raise the good quality of teaching to an even higher standard.

Inspection activities

- The inspector observed the staff and children throughout the day to assess staff's practice and children's progress.
- The inspector talked to parents to gather their views about the nursery.
- The inspector spoke to staff and children at convenient times throughout the day.
- The inspector held meetings with the manager/provider to discuss aspects such as staff's practice, safeguarding, and children's learning and development.
- The inspector sampled a range of documentation that supports nursery practice.

Inspector

Anne Mitchell

Inspection findings

Effectiveness of leadership and management requires improvement

Safeguarding is effective. Staff understand how to recognise when a child is at risk and know what to do if they are concerned about a child in their care. The provider/manager has a secure understanding of safeguarding matters, including how to recognise if children are at risk of radicalisation. However, she has not ensured that her staff have the same level of knowledge. Due to her constant presence, hands-on approach and the layout of the nursery, this does not have a significant impact on children's safety. The staff team has been constant since registration and only one has been recently newly employed. However, although the provider completes Disclosure and Barring Service checks for staff, she has not taken up new references, relying on those from an employment agency. The deputy, who left in the summer, has not been replaced, so there is no named deputy to take the lead when required. The provider monitors staff's practice well and supports staff as they observe children and plan for the next steps in their learning. However, there have been few opportunities for staff's professional development. The provider has a good overview of children's progress. The team has an action plan to help it make some improvements. For example, the reorganisation of the nursery now provides separate areas for younger babies, where they can still see and meet with their older friends.

Quality of teaching, learning and assessment is good

Staff know the children well and provide activities they will enjoy. They introduce learning at every opportunity. For example, they encourage children to count horses and cows in the farm, and introduce new vocabulary and rhyming at story time, such as 'munch' and 'crunch'. Children move around freely choosing toys and resources. Staff use observations effectively to help children make good progress. Older children use writing materials with growing confidence and are beginning to count competently. Mobile babies use low-level furniture to hold on to, to develop their walking skills. Staff are on hand to support their growing physical development to help them develop confidence and pride in their achievements both inside and in the well-resourced garden.

Personal development, behaviour and welfare require improvement

Weaknesses in recruitment mean that staff's suitability cannot be fully assured. However, all staff are well supervised by the provider and by each other, so this does not have a significant impact on children's safety. Children behave well and play cooperatively with each other. For example, they happily share the paint when they both want to use the same colour. Older children are caring towards their younger friends and know they must be gentle with the babies. Mealtimes are social events, where all children enjoy vegetarian food cooked on the premises.

Outcomes for children are good

Older children learn the skills they need for starting school. For example, they dress themselves for outdoor play and recognise their names. They recognise numbers and some words. Babies and toddlers are gaining the confidence they need to move on in their learning. They make their needs known and gain confidence with their key person close by to support their growing independence.

Setting details

Unique reference number	EY451109
Local authority	Lambeth
Inspection number	10075240
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	1 - 3
Total number of places	25
Number of children on roll	20
Name of registered person	Green Shoots Day Nursery Ltd
Registered person unique reference number	RP531831
Date of previous inspection	3 May 2016
Telephone number	07775 668196

Green Shoots Day Nursery registered in 2012. It operates in the London Borough of Lambeth. The nursery is open Monday to Friday between 8am and 6pm, for 48 weeks of the year. The nursery employs five staff, three of whom hold appropriate early years qualifications. It also employs a lunchtime cook. The nursery receives funding for the provision of free early education for children aged three and four years.

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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