

Little Robins Montessori Nursery & Preschool

2 Craigdale Road, HORNCHURCH, Essex RM11 1AE



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| Inspection date | 23 August 2018 |
| Previous inspection date | 26 February 2018 |

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|---|-------------------------|-------------------|----------|
| | Previous inspection: | Inadequate | 4 |
| Effectiveness of 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

The provision is inadequate

- The provider does not meet all of the requirements for the early years foundation stage (EYFS) and the Childcare Register. The provider has failed to notify Ofsted about a change of manager as required.
- The provider does not ensure that all staff who provide personal care to children complete an enhanced criminal records check, including students. Furthermore, not all staff understand the safeguarding policies and procedures, particularly when an allegation is raised. Children's safety is therefore compromised.
- The provider does not ensure that staff are aware of safe ways to lift children. Therefore, younger children's safety is compromised.
- The provider does not ensure that the key person arrangements are fully effective to ensure that all children's individual and learning and development needs are met. As a result, some children are unsettled whilst at nursery.
- The quality of teaching is weak. Staff working with the younger children do not always provide challenging activities or engage them in purposeful interaction.
- Monitoring of all aspects of practice to inform continuous improvement is not adequately rigorous. Learning and development requirements for assessing progress are not met. Staff do not always accurately identify each child's starting points and next stage of development in all areas of learning.

It has the following strengths

- All children have opportunities to play outdoors and learn about the world around them.

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 |
|---|------------|
| ensure that the provider obtains an enhanced criminal records check for all members of staff, including students, who provide unsupervised personal care to children | 26/10/2018 |
| ensure that all staff understand the safeguarding policy and procedures and are able to identify safeguarding concerns, in particular, when there are allegations raised against staff | 26/10/2018 |
| ensure that all staff have clear knowledge and understanding of their roles and responsibilities to meet children's welfare needs effectively, in particular how to safely pick up children | 26/10/2018 |
| ensure the key person system in place is effective and staff are able to implement it to meet all children's individual needs consistently. | 26/10/2018 |

To meet the requirements of the early years foundation stage and Childcare

Register the provider must:

| | Due date |
|--|------------|
| improve the quality of teaching and ensure that staff who work with younger children, understand how to plan and provide challenging activities to meet each child's learning needs, and know how to engage children to help them make good progress | 26/10/2018 |
| improve the quality of assessment procedures, including identification of children's starting points, their individual needs and stage of development in order to monitor their ongoing progress precisely. | 26/10/2018 |

Inspection activities

- The inspector spoke with the manager, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, staff suitability and safeguarding.
- The inspector observed activities and daily routines in both rooms.
- The inspector carried out two joint observations with the manager.

Inspector

Nataliia Moroz

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Some staff do not have an adequate understanding of child protection procedures. They do not recognise when an allegation is made against a member of staff or how to follow the procedures to protect children from harm. The provider does not obtain an enhanced criminal records check for all members of staff, including students, before they are allowed to undertake personal care for children. This compromises children's safety. In addition, the provider has failed to notify Ofsted about a change of manager. However, the newly appointed manager has devised an action plan to address some weaknesses in the setting. For example, she has devised a new assessment system, and provides opportunities for staff to undertake training to improve their knowledge in various areas of the EYFS. These implementations have yet to be fully embedded to bring about rapid improvement to the quality of staff's knowledge. Children's progress is still not monitored adequately. Nevertheless, staff maintain regular communication with parents, who are satisfied with the service provided.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is too variable to meet children's learning needs effectively. Staff do not always identify starting points in all areas of development for each child. This means that some gaps in children's learning are not identified in a timely manner. Children miss opportunities to make as much progress as they should, particularly in the younger age group. Activities for younger children are not always challenging enough to extend their learning effectively. For example, during the inspection, younger children did not have access to purposeful activities that fully engaged them and sustained their interests. Some children were not interested and did not receive the required attention from staff. Interaction from staff did not extend children's interest or challenge their learning. Staff working with older children help them develop their communication skills and build their vocabulary. They use some suitable teaching methods to engage children in their learning. For example, they ask children questions and sing songs that help them learn sounds.

Personal development, behaviour and welfare are inadequate

The key person system is not fully effective. Staff do not know and understand their roles and responsibilities in meeting all children's learning and welfare needs effectively. Children's welfare is not supported adequately. For example, staff do not know the safe techniques of picking children up. Older children learn to treat each other kindly. They learn about respect and wider community. Children benefit from regular opportunities to learn and play indoors and outdoors.

Outcomes for children are inadequate

Weaknesses in teaching mean that children do not make enough progress. Some children do not receive appropriate attention and support to help them progress as much as they should. Outcomes for children are limited and variable. There is appropriate individual support for some children who have medical conditions, special educational needs and/or disability. Older children gain some skills needed for their move to school. For example, they learn numbers through activities and by singing number songs.

Setting details

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| Unique reference number | EY549496 |
| Local authority | Havering |
| Inspection number | 10068513 |
| Type of provision | Full day care |
| Registers | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| Day care type | Childcare on non-domestic premises |
| Age range of children | 0 - 4 |
| Total number of places | 48 |
| Number of children on roll | 17 |
| Name of registered person | Niranjan, Kavitha |
| Registered person unique reference number | RP549495 |
| Date of previous inspection | 26 February 2018 |
| Telephone number | 01708 607760 |

Little Robins Montessori Nursery and Preschool registered in 2017. It is located in Hornchurch in the London Borough of Havering. The nursery is open each weekday from 7.30am to 6.30pm, all year round. The provider employs 13 members of staff, eight of whom hold appropriate childcare qualifications at level 2 and above.

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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