

Inspection date	11 December 2018
Previous inspection date	3 July 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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The management committee fails to monitor the overall quality of the provision successfully, which results in a number of requirements not being met. Leaders do not monitor managers effectively to ensure they can meet all registration requirements.
- Children's safety is compromised. Some staff, including the designated safeguarding lead, do not recognise allegations and signs that might indicate that a child is at risk of becoming radicalised. The designated safeguarding lead fails to act promptly in response to health or safeguarding concerns in line with the statutory guidance.
- Some staff do not record and share information with parents about accidents or injuries sustained at the nursery.
- The committee and managers fail to ensure that recruitment procedures are fully robust when considering the suitability of staff.
- The managers do not have effective arrangements in place to monitor staff performance and ensure that staff know and understand their roles and responsibilities. Staff fail to communicate effectively within their own teams and to meet all children's personal needs. Key-person arrangements are ineffective.
- Staff do not ensure all children have a written summary of their development between the age of two and three years, which is shared with parents and/or carers.

It has the following strengths

- Staff working with older children skilfully help them to develop their language and critical-thinking skills.
- Children have regular opportunities to be active indoors and outside every day.

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 appropriate arrangements are in place to support and to monitor the effectiveness of the management team so it is able to drive rapid improvement	11/01/2019
ensure that the designated safeguarding lead and all other staff know what signs might indicate that a child could be at risk of harm, including radicalisation, and are able to identify when there is an allegation against a member of staff raised	11/01/2019
ensure that the designated safeguarding lead promptly responds, shares and follows up any health or safeguarding concerns with the relevant agencies, in line with the statutory guidance	11/01/2019
ensure vetting and recruitment procedures are fully robust when making decisions about the suitability of staff	11/01/2019
ensure staff record and share information with parents about accidents and/or injuries children sustain	11/01/2019
ensure monitoring systems in place are effective and help to improve staff knowledge and understanding of their roles and responsibilities, performance and ability to communicate effectively within a team to meet all children's needs	11/01/2019
ensure the key-person arrangements are effective and help to meet all children's individual care needs.	11/01/2019

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

Register the provider must:

	Due date
ensure all children have the required written summary of their development between the age of two and three years, which identifies the individual child's strengths, and any areas where their progress is less than expected, and that this is shared with parents and/or carers.	11/01/2019

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, indoors and outside.
- The inspector carried out a joint observation with the manager.

Inspector

Nataliia Moroz

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Not all staff, including the lead person for safeguarding, are able to recognise allegations made against staff to ensure they can report safeguarding matters. In addition, staff do not know the signs which might indicate that a child is at risk of becoming radicalised. This is despite attending training. As a result, training is ineffective in increasing staff knowledge. The management team fails to follow appropriate recruitment procedures to ensure that all staff are suitably checked to promote the well-being of children in their care. The systems in place for monitoring staff performance are not effective. For example, managers do not provide guidance and support to enable staff to identify weaknesses in their practice. In addition, the management committee does not monitor managers effectively to ensure they fulfil their duties and are able to meet and maintain all registration requirements. The setting has employed a specialist in early years to help improve the quality of teaching. However, this is still in its infancy. The managers and staff communicate with parents on a daily basis. Parents report that they have seen some improvements since the last inspection and are happy with the nursery.

Quality of teaching, learning and assessment requires improvement

The quality of teaching requires improvement. Staff do not ensure that all children have a written summary of their development between the age of two and three years which is shared with parents and/or carers. This means that some areas of development for those children are not assessed in a timely manner to identify and target any gaps in learning. Staff working with older children are interested in what children tell them and are skilled at taking their learning forward. For example, staff working with older children create a treasure hunt following children's interests and make experiments with 'volcano lava' during play with the dinosaurs. This ensures that activities provide some challenge to promote learning.

Personal development, behaviour and welfare are inadequate

Due to the weaknesses in safeguarding, children's safety and welfare are compromised. In addition, some staff do not share information with parents about accidents or injuries sustained at the nursery. Staff do not keep a record of such accidents and treatment provided as required. The key-person system is ineffective. For example, some children are not cared for by the staff who know them well enough to meet their developmental and emotional needs. This is particularly when children are unsettled and require support during care routines. Poor communication between staff sometimes leads to situations when children's personal needs are not fully met. For example, on the day of the inspection, due to miscommunication with the chef, children's specific dietary needs were not met. Staff teach children how to be kind to each other and encourage them to use good manners and share. This promotes positive behaviour.

Outcomes for children require improvement

Some children gain the necessary skills they need to support the next stages in their learning, including readiness for school. For example, they learn to recognise and write letters and numbers. All children, including babies, have opportunities to develop their

independence skills by making choices during their play. However, the progress of some children is not effectively monitored due to the weaknesses in the systems used for assessment. This does not help staff to identify and address any gaps in learning promptly. As a result, outcomes for children are not good.

Setting details

Unique reference number	EY391949
Local authority	Southwark
Inspection number	10087037
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
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	3 July 2018
Telephone number	02073787532

Arc Nursery registered 2002. It re-registered in 2009 when management of the provision was transferred to a parent-led charitable trust. Arc Nursery is located in Southwark and is one of two settings overseen by the trust. It operates during weekdays from 8am to 6pm, all year round. The setting receives funding to provide free early education for children aged two, three and four years. The trust employs 36 members of staff, 28 of whom hold relevant childcare qualifications at level 2 or 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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