

Fordwych Nursery School

Fordwych Nursery, 107 Fordwych Road, LONDON NW2 3TL



Inspection date	28 February 2019
Previous inspection date	12 April 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

This provision is inadequate

- The provider does not have effective systems in place to ensure that those working with children are suitable.
- The provider does not meet all of the requirements for the early years foundation stage. The provider has failed to notify Ofsted about a change of manager as required.
- The provider does not evaluate the provision well enough to identify all areas for improvement. Monitoring of all aspects of practice to inform continuous improvement is not adequately rigorous. This results in significant weaknesses.
- The quality of teaching is too variable. Children are not making adequate progress. Staff are not deployed effectively, limiting their interactions with children. Planned activities provide insufficient challenge for all children.
- The key-person system is ineffective. The nursery manager is currently the key person to the majority of children, which means that she is unable to manage the nursery effectively and support children's care and learning needs. Furthermore, there is no deputy manager to take charge in the manager's absence.
- Although children behave well, they are easily distracted due to rigid routines and poor use of available space.

It has the following strengths

- Staff are caring towards the children, they are happy because they bond well with adults.
- Children behave well and are enthusiastic to help during tidying up routines.

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:

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

	Due date
put effective systems in place to ensure that practitioners and any other person who is likely to have regular contact with children are suitable	05/04/2019
support staff to undertake appropriate training and professional development opportunities to ensure they offer quality learning and development experiences for children	05/04/2019
put appropriate arrangements in place for the supervision of staff to foster a culture of mutual support and teamwork, which encourages the confidential discussion of sensitive issues	05/04/2019
ensure that each child is assigned a key person to ensure that every child's care and learning is tailored to meet their individual needs	05/04/2019
organise the premises to ensure that staffing and overall floor space are fit for purpose and suitable for the age of children cared for and the activities provided	05/04/2019
ensure there is a named deputy who is capable and qualified to take charge in the manager's absence.	05/04/2019

Inspection activities

- The inspector completed a joint observation with the manager and observed children in the rooms.
- The inspector talked to parents to obtain their views about the nursery.
- The inspector held a meeting with the manager and spoke to the nominated person.
- The inspector looked at documentation, which included suitability checks and qualifications.

Inspector

Chioma Ihezue

Inspection findings

Effectiveness of leadership and management is inadequate

The provider's arrangements for safeguarding are not effective. There are inadequate procedures for checking the suitability of all staff working with children. Leadership is weak. Neither the manager or the staff receive adequate supervision or training which is targeted to develop their skills and knowledge. The manager works directly with the children and holds key-person responsibility, consequently, she is unable to fulfil her role as a manager. In addition, there is no named deputy manager in post to cover in the manager's absence. Staff are not deployed effectively and do not possess the relevant experience to lead practice in the rooms. Although there are links with other professionals, the manager does not monitor staff to ensure that individual plans are fully implemented for children with special educational needs. The manager has an accurate view of the setting's weaknesses. However, neither her or the provider has taken the necessary steps to bring about improvements. Staff have completed safeguarding training and know the procedures to follow if they had a child protection concern, including if an allegation was made against a member of staff.

Quality of teaching, learning and assessment is inadequate

The provider does not ensure that the staff team can provide adequate teaching to help all children make the progress they should. The manager does not have an effective system in place to make a realistic assessment of children's progress. Therefore, staff are unable to build a picture of how children are developing across all areas of learning. Staff do not make accurate assessments of children with speech and/or language and communication delay, and do not plan to meet the needs of all children. Teaching is inconsistent across the rooms: not all children get the attention during interactions to build on their ideas. The poor organisation of the environment, and the noise level in the rooms have an impact on children's ability to engage in tasks and maintain concentration. Staff do not set high enough expectations of children. There are limited resources for children who need to be challenged, so they are not prepared for school.

Personal development, behaviour and welfare are inadequate

The provider does not assure children's well-being because of the significant weaknesses in safeguarding. Due to a lack of adequate staffing, the key-person system is ineffective. This means that all children are not supported to make good progress. Overall, children are well cared for and settled, however the manager does not reflect on the impact of poor attendance patterns or consider how to act on this. Children behave well. They are beginning to show consideration for others as they share the toys. Staff use strategies to promote the behaviour of children in the setting. For example, they use a noise bell and introduce a sand timer and talk about taking turns. However, the time given does not allow children enough time to complete the task before giving up their turn. Parents spoken during the inspection indicate they are satisfied with the care provided.

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. Children with special educational needs are not provided with planned

interventions. As a result, gaps in learning are not closing. Despite this, children show confidence as they eagerly approach visitors. They show interest in books and enjoy listening to stories. Older children do not always gain the skills needed to be fully prepared for transition to school.

Setting details

Unique reference number	EY424127
Local authority	Camden
Inspection number	10100320
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Sessional day care
Age range of children	2 - 4
Total number of places	30
Number of children on roll	21
Name of registered person	WSG Limited
Registered person unique reference number	RP906986
Date of previous inspection	12 April 2016
Telephone number	0208 2082591

Fordwych Nursery School was registered in 2011. The nursery employs three members of childcare staff who hold appropriate early years qualifications at level 3. The nursery opens from Monday to Friday, term time only. Sessions are from 9am until 3pm. The nursery provides funded early education for two-, three- and four-year-old children.

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.ofsted.gov.uk. 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 and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, 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 1231, 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 monthly newsletter for more information and updates: www.ofsted.gov.uk/user.

Piccadilly Gate
Store Street
Manchester
M1 2WD

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

