

# The Old Rectory Nursery School

Old Rectory, Church Road, Cranford, Hounslow, Middlesex TW5 9RY



<b>Inspection date</b>	22 May 2019
Previous inspection date	21 October 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Good	<b>4</b> 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

- Some staff do not have appropriate recruitment and suitability checks carried out. This compromises children's safety.
- The safeguarding policy in place does not outline the correct procedures to follow if staff have any concerns about a child's welfare in line with the Local Safeguarding Children Board. Additionally, some staff members' safeguarding knowledge is weak.
- Staff induction and supervision arrangements are not consistently carried out for all staff, including the acting manager. This means that some staff do not understand their roles and responsibilities, and weaknesses in teaching are not promptly addressed to improve outcomes for children.
- Staff working alone with young babies do not have an up-to-date paediatric first-aid qualification. This means children's safety cannot be assured.
- Key-person and staff deployment arrangements are ineffective. Staff frequently work alone and children are regularly moved around to try to meet legal ratios, which at times during the day are not maintained. This has a significant impact on children's safety and overall emotional well-being.
- The quality of teaching is inconsistent. Some staff do not show good levels of engagement and the appropriate skills to support children's learning, especially with babies. This means that, on occasions, children lose interest in uninspiring activities and wander around. Some children do not make the progress of which they are capable.

### It has the following strengths

- Parents speak extremely positively about their experiences. They state their children enjoy attending and are making progress in their learning.

## 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 required suitability checks are promptly carried out for all staff to help to protect children's safety	03/07/2019
update the safeguarding policy to include correct information about reporting concerns in line with the Local Safeguarding Children Board	03/07/2019
ensure all staff working with children have secure safeguarding knowledge and understand how to report concerns to the correct agency	03/07/2019
ensure all staff, including the acting manager, have a full induction and that effective support and coaching are in place to help them understand their roles and address inconsistencies in teaching	03/07/2019
ensure there is a member of staff with valid paediatric first-aid training present on each floor to promptly attend to any medical emergencies	03/07/2019
ensure that an effective key-person system is implemented to provide children with more consistency and to meet their personal learning needs	03/07/2019
improve staff deployment to ensure that children's emotional well-being and personal care needs are supported effectively	03/07/2019
ensure legal ratios are kept to help to protect children's safety.	03/07/2019

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

	Due date
ensure all staff provide good-quality resources and appropriately stimulating activities, both indoors and outdoors, and that they have consistently warm and positive interactions that support children's individual learning needs, especially with young babies	03/07/2019
correctly assess children's starting points and precisely monitor their ongoing progress to help identify and promptly address any gaps in learning.	03/07/2019

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

- develop self-evaluation systems to address key weaknesses effectively, to improve overall outcomes for children.

### **Inspection activities**

- The inspector observed the quality of teaching and assessed the impact this has on children's learning.
- The inspector carried out a joint observation with the acting manager.
- The inspector looked at various documents, including evidence of suitability, children's attendance and progress records.
- The inspector spoke to a number of parents and took account of their views.
- The inspection was prioritised due to concerns about changes in management and about ratios not being correctly maintained.

#### **Inspector**

Amy Mckenzie

## Inspection findings

### Effectiveness of leadership and management is inadequate

Required suitability checks are not consistently carried out for all staff. For example, some staff do not have references to check that they are suitable for their role. Some staff, including the acting manager, have insufficient safeguarding knowledge in relation to which agencies need to be contacted to report different concerns about a child's welfare. The safeguarding policy in place does not include the correct action to take if there is an allegation against a member of staff or if there are concerns about families at risk of 'Prevent' duty influences. Safeguarding is ineffective. Recruitment, induction and ongoing supervision practices are weak. There has been a recent change in management and the provider has not ensured that the acting manager has had a suitable induction and fully understands her role and responsibilities. Staff members' teaching skills are not regularly monitored. This means weaknesses in teaching are not promptly targeted to improve the quality of experiences for children. In addition, staff working alone with babies do not have up-to-date paediatric first-aid training. This means children's safety cannot be assured. The key-person system and staff deployment are inadequate. Children are frequently moved around to accommodate ratios, which are not always met. Although the new acting manager displays motivation to make improvements, her expectations are not high enough and evaluation processes do not promptly identify and tackle areas of significant weakness. Despite this, parents express high levels of satisfaction and state that staff are 'friendly' and 'supportive'.

### Quality of teaching, learning and assessment is inadequate

Some planned activities are unimaginative and do not appropriately capture children's interests. This means that, on occasions, children lack engagement and their learning is not successfully promoted and challenged. Some resources are rather tired and there are limited opportunities to support children's development across all areas when playing outdoors, particularly for babies. Some staff do not accurately assess children's developmental levels when they start, and the system to monitor children's ongoing progress is ineffective. Although staff are proactive in identifying children who require extra support with their learning and work with outside professionals, poor staffing arrangements mean that they do not have appropriate time to fully target and focus on closing gaps in children's learning. Despite this, older children enjoy exploring play dough, discussing the different pizza toppings they like and listening to stories, and babies enjoy singing nursery rhymes and discussing the sounds that different animals make.

### Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management significantly contribute to children's welfare being compromised. Not all staff know children well enough. This is evident when they do not know their age or what home language they speak. Some staff lack sensitivity in their interactions with children and are not positive role models. For instance, when young babies cry, staff do not offer adequate reassurance or comfort. Despite this, children of all ages generally behave well. Personal care arrangements are inappropriate. For instance, children are frequently made to go to the toilet and sit on the floor while others have their nappies changed due to poor staffing arrangements. This is an

unacceptable level of care. Nevertheless, children have frequent opportunities to be active outdoors and eat a range of nutritious snacks and meals. This contributes to them adopting healthy lifestyles.

### **Outcomes for children are inadequate**

Some children do not make the progress of which they are capable, particularly babies, children with special educational needs and/or disabilities and those who speak English as an additional language. Not all children are well prepared for their next stage in learning, including school. Older children have few opportunities to develop their reasoning and critical thinking skills. Babies' language development and confidence are not consistently encouraged and fostered. Despite this, children learn some helpful new skills and show appropriate levels of independence.

## Setting details

<b>Unique reference number</b>	116187
<b>Local authority</b>	Hounslow
<b>Inspection number</b>	10106802
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	1 - 4
<b>Total number of places</b>	60
<b>Number of children on roll</b>	78
<b>Name of registered person</b>	The Old Rectory Nursery Limited
<b>Registered person unique reference number</b>	RP905185
<b>Date of previous inspection</b>	21 October 2016
<b>Telephone number</b>	0208 897 3999

The Old Rectory Nursery School registered in 1997. It is situated in the London Borough of Hounslow. The nursery is open each weekday from 7.30am to 6.30pm, for 50 weeks a year. The provider employs 14 members of staff, 13 of whom work directly with children. Of these, nine hold appropriate childcare qualifications either at level 2 or level 3.

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