

57 Filmer Road, Private Nursery and Preschool

57, Filmer Road, LONDON SW6 7JF



Inspection date 28 June 2019
Previous inspection date 22 May 2014

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		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This is a provision that requires improvement

- The nursery has been going through a period of significant change, with several changes to the manager and staff. Currently, staff are frequently moved around to try to meet qualification and ratio requirements. This means the key-person system is ineffective for some children and they do not have good levels of continuity in their care and learning.
- Some staff are unclear of their roles and responsibilities, and ongoing staff support is not strong enough to provide the required levels of guidance to help staff's personal effectiveness and improve outcomes for children.
- At times, older children's learning is not fully extended and challenged, in particular with opportunities for them to develop their own ideas and thinking skills during play.

It has the following strengths

- Children are generally happy and enjoy their time at the nursery. Most are motivated to join in and try new experiences.
- Children of all ages have well-planned and stimulating environments with fun and interesting activities and resources to support their learning.
- Staff are friendly and kind. They frequently offer children praise and encouragement as they play. Overall, children behave very well.
- Parents have frequent opportunities to come into the nursery and celebrate different events, and there are good systems in place to support home learning.

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
improve staff deployment to ensure there is a suitably experienced and qualified staff member consistently leading each room, and that staff qualification requirements are met in a way that offers children more continuity in their care	19/07/2019
improve the effectiveness of the key-person system to ensure that children have good levels of consistency in their learning	19/07/2019
improve methods of ongoing supervision and how staff are supported to clearly understand their roles and responsibilities, to improve their personal effectiveness and to enhance overall outcomes for children.	19/07/2019

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

- strengthen staff questioning skills and increase opportunities for children to expand how they answer questions and develop their own ideas, to fully extend and challenge their overall learning
- improve self-evaluation processes to promptly address the key weaknesses identified, in order to enhance children and families' experiences.

Inspection activities

- This inspection was prioritised due to a number of concerns about the provision. For example, frequent changes of manager and high staff turnover.
- The inspectors observed and assessed the quality of the interactions and learning experiences for children.
- The inspectors spoke to some parents during the inspection and took their opinions into account.
- A joint observation was carried out to evaluate the quality of teaching.
- The inspectors looked at essential documentation, such as staff suitability checks and training certificates.

Inspectors

Amy Mckenzie
Marvet Gayle

Inspection findings

Effectiveness of leadership and management requires improvement

The acting manager and wider management team are motivated to bring about positive and sustainable change. This is illustrated as they are currently recruiting for more permanent staff to offer children more consistent opportunities for learning each day. Currently, there is no named deputy manager in place and the older baby room and toddler room do not have a person appointed to take charge. Furthermore, staff are regularly moved to different rooms to meet the qualification and ratio requirements. This means that children do not form strong attachments with some staff and their personal development and learning are not fully promoted. Thorough recruitment procedures are in place and all new staff have an in-depth induction and have regular opportunities to update their skills and knowledge through ongoing professional development opportunities. However, staff are not given strong enough support to help them understand their roles and responsibilities. Safeguarding is effective. Staff consistently recognise how to identify that children may be at risk and have a secure knowledge of how to report any concerns to protect a child's welfare.

Quality of teaching, learning and assessment requires improvement

Due to the frequent changes in staff, some do not know children's individual learning needs as well as required. Despite this, children generally have varied and rich opportunities to learn. This is evident when babies enjoy splashing with water, painting and dancing with scarves. This helps to develop their emerging language skills, creativity and imagination. Toddlers have fun playing matching colour games and exploring play dough. This fosters their early mathematical knowledge effectively. Pre-school children enjoy measuring and pouring in a water tray and reading stories. However, on occasions, older children's opportunities to develop their thinking skills are not maximised. Staff regularly observe and monitor children's new achievements and progress, and children who need extra help are promptly supported.

Personal development, behaviour and welfare require improvement

Due to the weaknesses in the key-person system, some children do not show consistently good levels of ease and confidence. For instance, some young babies are a little unsettled at the start of the day when an unfamiliar staff member greets them in the morning. Overall, children show appropriate levels of independence. They enjoy making their own choices about their learning and have good opportunities to learn outdoors. This supports them to lead healthy lifestyles. Parents comment on the high staff turnover. However, overall, they express that they find staff very warm and caring and feel confident that their children enjoy their time at the nursery.

Outcomes for children require improvement

Children make steady progress from their starting points and develop some key skills in readiness for their next stage of learning, including school. However, due to the high levels of change with staff, children's learning is not consistently fostered to help them make the best possible progress. Despite this, younger children count as they sing and dance to action songs, and older children practise writing their names and exploring letters and sounds.

Setting details

Unique reference number	EY390372
Local authority	Hammersmith & Fulham
Inspection number	10113271
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	130
Number of children on roll	133
Name of registered person	Treetops Nurseries Limited
Registered person unique reference number	RP900833
Date of previous inspection	22 May 2014
Telephone number	0207 731 9670

57 Filmer Road, Private Nursery and Preschool originally registered in 2009 and re-registered as part of the Busy Bees group in 2017. It is situated in Fulham in the London Borough of Hammersmith and Fulham. The nursery is open each weekday from 7.30am to 6.30pm all year round, excluding bank holidays. Children attend for a variety of sessions. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. The nursery employs 35 members of staff, including permanent support staff. Of these, 12 have a qualification at level 3 and four have a qualification at level 2.

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

