

Inspection date	20 August 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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 has not ensured that the designated lead for safeguarding has a secure knowledge and understanding of child protection procedures. Consequently, the safeguarding procedures have not been followed appropriately.
- The provider does not follow adequate recruitment procedures or carry out ongoing suitability checks. Those involved in employment decisions lack knowledge of the requirements in relation to disqualification.
- Staff do not always ensure that children are within sight and hearing. There are times when staff fail to supervise children effectively to keep them safe and meet their needs.
- There are no arrangements in place to provide support and supervision for the manager. There is a lack of effective support, coaching and training to address weaknesses in the quality of teaching.
- The provider has failed to notify Ofsted of a significant event as required.
- Staff working with older children do not teach them how their behaviour affects others. This creates a chaotic atmosphere at times and has a negative impact on opportunities for teaching and learning.
- Staff miss opportunities to teach children about their safety and well-being.

It has the following strengths

- Parents report that they are happy with the progress their children make in their communication and language skills and appreciate updates from staff about their children's development.

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
implement the policy and procedures to safeguard children without delay, in line with the guidance and procedures of the relevant Local Safeguarding Children Board	23/09/2019
ensure that the practitioner designated to take lead responsibility for safeguarding children has sufficient understanding to fulfil the role and provide support, advice and guidance to any other staff on an ongoing basis	23/09/2019
put effective recruitment procedures in place to ensure that practitioners, and any other person who is likely to have regular contact with children, are suitable	23/09/2019
put arrangements in place to check that all practitioners are fully aware that they are expected to disclose any information that may affect their suitability to work with children (whether received before or during their employment at the setting)	23/09/2019
ensure that all people involved with the recruitment and retention of staff have a suitable awareness of what would make a person disqualified	23/09/2019
deploy staff to keep children safe and meet their needs and ensure that children remain within sight and hearing of adults at all times	23/09/2019
ensure that the arrangements in place for the supervision of staff and managers address weaknesses in the quality of teaching and promote the interests of children	23/09/2019
manage children's behaviour in an appropriate way by teaching them that some behaviour is unacceptable and helping them to understand how their behaviour affects others.	23/09/2019

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

	Due date
support children's physical development by teaching them about their own safety and well-being	23/09/2019

develop staff's knowledge of the learning and development requirements, so that they can consider the stage of development of all children and plan enjoyable, challenging experiences for each child.	23/09/2019
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Inspection activities

- This inspection was carried out following the risk assessment process.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the nursery manager.
- The inspector sampled planning and assessment records and a range of other documents.
- The inspector spoke to parents, staff and children during the inspection.
- The inspector observed the quality of teaching and the impact this has on children's learning.

Inspector

Linda du Preez

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The weak recruitment procedures mean that the provider does not have a clear oversight of the suitability of employees. Furthermore, those involved in recruitment lack knowledge and understanding of disqualification. The inspection was conducted following a notification from the provider regarding a safeguarding matter. Although the provider notified Ofsted of this matter, as required, other procedures were not followed. There was a failure to liaise with outside agencies in a timely manner. Furthermore, the inspector found that there was another occasion where the provider failed to notify Ofsted of a significant event. The provider does not ensure that all staff receive effective supervision to improve their knowledge and develop their existing skills to meet children's individual needs. The lack of management oversight of the educational programmes has resulted in inconsistent quality of teaching, specifically the planning for older children's progress.

Quality of teaching, learning and assessment is inadequate

The quality of teaching within the nursery is extremely variable. Staff working with the babies clearly understand how to promote the learning and development of younger children. However, this quality is not consistent for the older children. Consequently, babies make progress in their learning, but this is not always sustained as children move to the older age groups. There are times when the room for older children becomes very noisy as children scream and shout. Staff do not manage this well. Therefore, they do not teach children that their behaviour affects others. The noise levels make it difficult for people to hear each other or for other children to concentrate. Staff working with older children do not ensure that they plan suitably challenging learning experiences.

Personal development, behaviour and welfare are inadequate

The support for children's physical development is inconsistent across the age groups. Staff working with babies are very aware of their needs. They arrange the environment so that babies can safely develop their physical skills. However, staff working with older children miss opportunities to teach them about their safety. For example, they fail to intervene when children climb on chairs or sit on equipment which is unstable and unsafe. Furthermore, staff do not always ensure that they can see or hear children leave the room. These oversights compromise children's safety and well-being.

Outcomes for children are inadequate

Babies are very settled and secure with the adults who care for them. They show this as they confidently explore the environment and return to their key person for a cuddle when they need it. Older children are affected by the lack of behaviour management and some become disengaged and bored at times. Older children become unsettled and disengaged at times. The weaknesses in the quality of teaching limit older children's preparation for future learning and their readiness for starting school.

Setting details

Unique reference number	EY559287
Local authority	Greenwich
Inspection number	10120057
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 - 5
Total number of places	38
Number of children on roll	18
Name of registered person	Elim Foursquare Gospel Alliance
Registered person unique reference number	RP520159
Date of previous inspection	Not applicable
Telephone number	020747763944

Mokšliukas nursery opened in 2018. It is located in the Woolwich area of the Royal Borough of Greenwich. There are currently eight members of staff, six of whom hold appropriate early years qualifications. The setting operates between 8am and 6pm, Monday to Friday, all year.

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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