

Inspection of Village Montessori Nursery School

Rowlands Castle Village Hall, 11 Links Lane, Rowland's Castle PO9 6AD

Inspection date: 18 September 2023

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

There are significant breaches to the requirements of the 'Statutory framework for the early years foundation stage'. There are weaknesses in the safeguarding arrangements, including reporting concerns and ensuring that the premises are secure. In addition, the quality of education is not good enough. Staff do not understand how to deliver an ambitious curriculum.

There are times when children become bored and restless. There is a lack of challenging and enjoyable experiences for children to participate in. This limits their progress in all areas of their development.

Despite the weaknesses, children receive a warm and friendly welcome from staff. They independently take their belongings and hang them up on their individual peg. Staff support children to have a sense of responsibility. They are given 'special helper' jobs. Children relish ringing the bell to alert their friends when it is time for the next part of their routine.

Children do not benefit from consistent support to develop a positive attitude to learning. However, overall, they behave well. Children listen and follow instructions. For example, they tidy up after themselves and line up for lunch. Staff teach children the importance of good hygiene. They know they must wash away germs from their hands before they eat. Staff offer frequent praise to children in recognition of their positive behaviours. This helps them to understand what is expected.

What does the early years setting do well and what does it need to do better?

- Leadership and management are poor. The provider does not have sufficient oversight and effective governance of the setting. For example, she has not ensured that there is a named deputy, as required. Staff that are in charge do not have a clear understanding of their roles and responsibilities. This does not ensure the smooth running of the setting. There are no systems in place to monitor the quality of teaching and learning. Staff struggle to understand how to implement the curriculum intent. This does not support staff to provide a good quality of education for all children.
- Staff have failed to implement effective risk assessments. For example, they do not give good enough consideration to the potential risks posed by unknown individuals using the hall, when deciding to keep doors unlocked. This does not adequately ensure children's safety.
- The provider has many lead roles. For example, she is the manager, special educational needs coordinator (SENCo) and the designated safeguarding lead. The provider is unable to fulfil her roles and responsibilities due to the limited

time she spends in the nursery. Not all staff have a secure understanding of all aspects of safeguarding practice. Newly recruited staff do not understand the process to follow should they need to report concerns about a colleague. This has a significant impact on their ability to ensure the safety and welfare of children.

- Staff have a poor understanding of how to meet the needs of children with special educational needs (SEND). This is because the provider, who is also the SENCo, does not share targeted plans with staff. Children with SEND spend a considerable amount of time wandering around aimlessly. They have limited staff interaction. This means that they are at a disadvantage.
- The provider does not share information to help key persons fulfil their role effectively. For example, staff are not aware of which two-year-old children have a completed progress check, and who still needs the required assessment. Furthermore, some children with SEND do not have an assigned key person. This means that children whose progress is less than expected are not receiving the support they need.
- Parents comment positively about the nursery. They appreciate home visits from staff and settling-in visits before their children start the nursery. Parents receive information about their children's learning and development. This is shared through online platforms and verbally at drop off and collection times.

Safeguarding

The arrangements for safeguarding are not effective.

Weaknesses in leadership and management mean that children's safety and well-being are not assured. The provider does not ensure that all staff understand how to follow the nursery's policies and procedures, in relation to allegations against staff. Nevertheless, staff have received training and know who to tell if they have concerns that a child is at risk of abuse. The provider does not ensure that staff receive training and support for them to understand their roles and responsibilities, this includes not providing robust inductions. In addition, risk assessments and security arrangements are ineffective.

What does the setting need to do to improve?

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

	Due date
ensure there is a named deputy who is capable to take charge in the manager's absence	02/10/2023

provide staff with training, support and mentoring to ensure they have a clear understanding of their roles and responsibilities as well as implementing robust inductions for staff who take on new roles	02/10/2023
ensure that the premises are safe, secure and suitable for those children accessing services	02/10/2023
ensure that each child is assigned a key person and that the key-person system is appropriately embedded to ensure every child's care is tailored to meet their individual needs	02/10/2023
ensure strategies for children with SEND are shared with staff, so children get the support they need to help them reach their full potential	02/10/2023
ensure all staff have sufficient knowledge and understanding of how to report concerns or allegations relating to other staff members to the local authority designated officer	02/10/2023
ensure there is an ambitious curriculum that is consistently implemented to provide ambitious challenge for children across all areas of learning	16/10/2023
improve staff understanding of assessment and ensure that the required progress checks are carried out when children are between two and three years of age.	16/10/2023

Setting details

Unique reference number	2660873
Local authority	Hampshire
Inspection number	10306717
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Sessional day care
Age range of children at time of inspection	2 to 3
Total number of places	36
Number of children on roll	48
Name of registered person	Village Montessori Nursery School Limited
Registered person unique reference number	2660874
Telephone number	07825290124
Date of previous inspection	Not applicable

Information about this early years setting

Village Montessori Nursery School registered in 2021. The setting is located in Rowlands Castle, Hampshire. The nursery employs five staff to work with the children. Of these, two hold qualifications at level 3, one at level 2, and two are unqualified. The nursery receives funding to provide free early education for children aged two, three and four years.

Information about this inspection

Inspector

Kelli Wiseman

Inspection activities

- This was the first routine inspection the nursery has received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- A member of staff joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want the children to learn.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- A member of staff carried out a joint observation of an activity with the inspector.
- The inspector spoke to several parents during the inspection and took account of their views.
- Relevant documentation and evidence of the suitability of staff working in the setting was viewed.
- The inspector spoke with the provider about the leadership and management of the setting.

We carried out this inspection 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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