

Inspection of Alpha & Omega Nursery

Restoration Revival Fellowship, 50 Church Road, LONDON NW10 9PY

Inspection date:

1 March 2024 - 25 April 2024

Overall effectiveness

Inadequate

The quality of education

Inadequate

Behaviour and attitudes

Inadequate

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous inspection

Good

What is it like to attend this early years setting?

The provision is inadequate

Children's safety is compromised. Leaders do not ensure that induction and safeguarding training are effective to enable the manager and staff team to understand how to report concerns for children's welfare. Not all children have a key person to plan for and meet their individual needs. For example, younger children do not have access to meaningful learning as staff are not aware of where they are in their development. The curriculum is not always sufficiently ambitious to meet the needs of different groups of children, including those with special educational needs and/or disabilities (SEND).

The newly appointed manager has some clear plans for improvement and has begun to support positive changes. However, these changes are yet to be fully embedded into practice and provision. Staff do not always interact with children during personal care routines. This has an impact on children's well-being and understanding of what is happening now and next. Although children behave well overall, staff do not always role model respectful interactions. For example, when children do not listen the first time to an instruction, staff move them from one activity to another without helping them to understand what is expected of them.

Children do have some positive experiences. For example, they enjoy sensory experiences such as exploring cornflour. Children are happy to seek adults out for reassurance and receive warm hugs from staff. Babies who have recently started to walk gain confidence as they move around the environment.

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

- Breaches to the safeguarding requirements compromise children's safety and welfare. Leaders do not ensure that there is a designated safeguarding lead, as required, to support and guide staff in relation to safeguarding matters. This together with lack of appropriate training means that there are significant weaknesses in keeping children safe if they were at risk of harm.
- The manager recognises that she needs to support staff to understand their roles and responsibilities, in particular around supporting children to learn and develop. However sufficient improvements have not been embedded to improve the quality of staff practice and care.
- Keyperson arrangements are not consistent. Some children do not have a key person assigned to them. Staff do not have an appropriate understanding of the steps that younger children need to achieve next to continue to make progress in their individual learning journey. They do not prepare children well for their next stages in learning.
- Children use good manners and behave well overall. However, staff are not consistently positive role models. They do not always explain to children what is

happening next. For example they lead them from the bathroom to sit down with their peers on the rug, without engaging with them. This does not support children to build positive and respectful relationships with others.

- Staff encourage children to wash their hands independently after using the toilet. However, staff do not teach children consistently, to develop healthy hygiene habits. Children are not learning about how germs spread, they do not know the importance of why they should cover their mouths when they cough and staff do not support them to learn to wipe their noses.
- Staff provide exciting opportunities for children to learn about their local community. For instance, children take part in regular trips to the library, local farm and market. This helps children to understand their community and the world around them. Children build on their physical skills. For instance, babies enjoy crawling to reach their favourite toy. Older children jump, stretch and practise their balance skills.
- Staff promote some opportunities for children to develop positive relationships with others. They encourage children to socialise appropriately during group activities, such as while playing with cups at the water tray. Some staff engage children well during pretend play or during painting activities. However, this is not consistent, and learning is not purposeful which does not support children's learning and emotional well-being.
- Staff do not provide consistent opportunities for children to build their vocabulary or hold back-and-forth conversations with others. They do not use effective teaching methods to support children who have an identified delay in this area of learning.

Safeguarding

The arrangements for safeguarding are not effective.

There is not an open and positive culture around safeguarding that puts children's interests first.

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
designate a safeguarding lead and ensure they have attended training that enables them to understand and respond appropriately to child protection matters	03/06/2024
ensure all staff understand the correct safeguarding reporting procedures	03/06/2024

ensure all children have a key person to meet their individual and developmental needs	03/06/2024
ensure that all staff manage children's behaviour appropriately	03/06/2024
ensure that staff promote hygiene practices and the good health of all children	03/06/2024
ensure training is effective to support individual staff to improve their teaching skills and know how to plan and implement an effective curriculum that meets the individual learning needs of all children.	17/06/2024

Setting details

Unique reference number	EY412836
Local authority	Brent
Inspection number	10311691
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 at time of inspection	0 to 4
Total number of places	40
Number of children on roll	30
Name of registered person	Restoration Revival Fellowship
Registered person unique reference number	RP906911
Telephone number	0208 9639989
Date of previous inspection	5 April 2018

Information about this early years setting

Restoration Revival Fellowship Limited runs Alpha & Omega Nursery. It was registered in 2010. The nursery is open each weekday from 7.30am to 6pm, term-time only. The nursery employs 10 members of staff, eight of whom hold appropriate early years qualifications at level 2 and above. The nursery employs an administrator.

Information about this inspection

Inspectors

Rizwana Nagoor
Tina Twynham

Inspection activities

- The inspector discussed any continued impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The manager and the inspector completed a learning walk together and discussed the early years curriculum.
- The inspector spoke with staff and interacted with children.
- Parents shared their views about the setting with the inspector.
- The inspector carried out two joint observations with the manager.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The inspection was carried out following Ofsted's risk assessment process.

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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