

Spring Harvest

Inspection report for early years provision

Unique Reference Number	EY231145
Inspection date	11 April 2007
Inspector	Deborah Jane Starr
Setting Address	Butlins Somerwest World, Warren Road, Minehead, Somerset, TA24 5SH
Telephone number	
E-mail	
Registered person	Spring Harvest
Type of inspection	Childcare
Type of care	Crèche

ABOUT THIS INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality of childcare and, if applicable, of nursery education. The inspection was carried out under Part XA Children Act 1989 as introduced by the Care Standards Act 2000 and, where nursery education is provided, under Schedule 26 of the School Standards and Framework Act 1998.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004; the National Standards for under 8s day care and childminding; and, where nursery education is provided, the *Curriculum guidance for the foundation stage*.

The report includes information on any complaints about the childcare provision which Ofsted has received since the last inspection or registration or 1 April 2004 whichever is the later.

The key inspection judgements and what they mean

Outstanding: this aspect of the provision is of exceptionally high quality

Good: this aspect of the provision is strong

Satisfactory: this aspect of the provision is sound

Inadequate: this aspect of the provision is not good enough

For more information about early years inspections, please see the booklet *Are you ready for your inspection?* which is available from Ofsted's website: www.ofsted.gov.uk.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are inadequate - notice of action to improve. The registered person does not meet the National Standards for under 8s day care and childminding.

WHAT SORT OF SETTING IS IT?

Spring Harvest is a Christian festival which runs for a three week period each year over Easter. The event has been running since 1987. During the festival the organisers run crèche facilities for the children of adults attending. During the sessions children have the opportunity to take part in activities focusing on the Christian faith.

The crèche is registered for 900 children under eight years of age. Babies aged three months to children up to eight years are grouped according to age in various areas around the site, including the Butlins Nursery. The crèche is registered for 30 under twos, 120 two to three year olds, 150 three to five year olds and 600 five to eight year olds, a total of 900. Groups within these ages do not exceed 26 children. The under five sessions operate three times per day for under an hour and a quarter each with a maximum of two sessions per child per day. The over fives have a daily session for three hours. There are currently 479 children on roll. The children have access to an outdoor play area.

Staff hold appropriate qualifications in Early Years, teaching, nursing or have many years experience within Spring Harvest.

THE EFFECTIVENESS OF THE PROVISION

Helping children to be healthy

The provision is inadequate.

The provision is in breach of regulations by not obtaining written parental permission prior to administering medication, therefore potentially compromising children's health.

Medication is stored appropriately however, staff knowledge of appropriate procedures prior to administering medication and the procedures for recording parental requests is inconsistent. Children are satisfactorily cared for in the event of an accident as each age group has a member of staff with an appropriate first aid qualification. A first aid box is available and appropriate systems are in place to record accidents; however, staff do not consistently gain written parental acknowledgment. Staff encourage children to follow good hygiene routines by washing their hands after use of the toilet. Most procedures that prevent the spread of illness and risk of cross infection are followed. For example, staff appropriately care for children who become unwell, cots sheets are changed after use, changing mats are sprayed appropriately, staff wear disposable gloves when changing nappies and wash their own and children's hands when finished. However, adults wear shoes in the baby area, consequently young children's health is potentially put at risk through the spread of cross infection.

Procedures for ensuring that children have regular drinks and healthy snacks are not consistent across all age groups. Parents of children over five years are encouraged to provide healthy nutritious snacks for their own child that they access when hungry. Children in this older age group easily access drinks of water throughout the session. However, children under five years are not offered a snack and although water is provided it is not easily accessible to toddlers or regularly offered to babies. Effective procedures in place ensure staff are aware of children's dietary needs and clear signs remind all adults of the need to prevent children with allergies accessing inappropriate food.

Children of all ages enjoy good opportunities for physical activity that promotes their physical development and co-ordination skills. Babies enjoy space to crawl, whilst the use of baby gyms and baby bouncers helps developing muscles. Toddlers and young children develop large physical skills by using apparatus such as a ball pool, tunnel, slide, push along toys and sit and ride vehicles. Older children enjoy circle games, team games, action songs, parachute games and dancing.

Protecting children from harm or neglect and helping them stay safe

The provision is inadequate.

The provision is in breach of regulations in that persons who have not yet been vetted are left alone with children, consequently children may be put at risk.

Clear written risk assessments and daily monitoring of hazards in all areas used by children effectively promotes their safety. Security precautions include effective systems that ensure children are collected by authorised and appropriate carers. Staff check signatures on registration cards and monitor doors when children arrive and depart. Thorough recording of visitors and use of identity badges clearly identifies unknown persons and safeguards children further. Older children are kept safe when playing outside as staff maintain radio contact with each other and ensure children and specific areas such as the toilets are well monitored. Sleeping babies are regularly checked, sleeping clearly within view of staff within cots placed in the

corner of the room. Induction procedures familiarise staff with evacuation procedures however, staff only practise these procedures as a staff group and with children of five years and above. Children of all ages move freely around the safe and spacious environment. They have easy and safe access to a sufficient range of age and developmentally appropriate equipment and resources that are well supervised by the high ratio of staff.

Effective induction procedures ensure staff have a clear understanding of their responsibility to safeguard children's welfare. Staff have sufficient knowledge of possible signs and symptoms linked to child protection and are clear about the correct reporting procedures to follow in the event of any concerns.

Helping children achieve well and enjoy what they do

The provision is good.

Children are cared for in a bright, colourful, child friendly environment. They play in base areas according to their age group. Young babies under the age of one year are grouped together in a large room in the crèche. The staff team are very caring towards these young children. They often offer support on a one-to-one basis to children who are finding it difficult to settle and they treat these children with sensitivity. They cuddle them, talk to them and amuse them with a range of toys and resources such as, pop-up toys, a roly-poly, baby gyms, toys that are musical, have flashing lights or sound systems. They read children stories, sing songs and play peek-a-boo. However, children are often cared for in a large group up to 16 which is not conducive to their needs. This means, at times, children do not have the opportunity to interact with a consistent adult during their time in the crèche and the adults are not fully aware of the children's developmental requirements to ensure that they are able to offer them the appropriate stimulation; consequently it takes some children a longer time to settle.

Staff offer young children under five years a wide range of activities that they enjoy and promote development in all areas. Children enjoy cutting and sticking collage pictures and using chalks and paint to create as many pictures as they like. They enjoy the freedom to freely access and explore a wide range of activities. They experiment with gloop, explore the texture of sand and textured fabric, build with large construction bricks and fit jigsaws together. Children are well supported in their imaginative role and small world play. Staff talk to them about events that happen in their lives, through sharing books and discussions. Children learn to share toys and play co-operatively, for instance when using building blocks. Children's language is well supported through stories and nursery rhymes.

Older children are grouped in a separate area. This large group is divided into smaller groups known as 'paint pots'. Within these 'paint pots', four and a half year olds and five year olds are referred to as 'brushes', six year olds are 'rollers' and the seven year olds are called 'ladders'. This grouping helps the staff team ensure that they are meeting the individual needs of the children and offers each child a sense of belonging within the larger group. Children follow a well-structured session and participate in various interesting and worthwhile activities. They paint picture post cards to send home with a message to a family member or friend; mould and manipulate clay and play dough, sing songs, listen to stories, design outfits for a fashion parade and participate in role play. All of these activities are based on a topic connected to a religious theme and convey meaningful messages to these young children. The staff use visual aids such as, puppets and videos to help keep children interested; consequently, children listen intently. Staff interact well with the children, they listen to them and encourage them to ask questions. They initiate many small group discussions surrounding the spiritual and moral ethos of the

setting and as a result, children begin to develop strong relationships with the staff and their peers. This helps children to settle well and enjoy their time in the group.

Helping children make a positive contribution

The provision is satisfactory.

Children's individual needs are clearly identified through discussion with parents and staff record information on registration forms. Staff show a strong commitment to the inclusion of all children. Experienced and skilled staff provide thoughtful one-to-one support for children with learning difficulties and disabilities. They take full account of each child's individual needs, for example, by using Makaton signs to aid communication and symbol time tables to support and enable children to participate in activities. All children are encouraged to feel a valuable part of the group. Children have very limited access to resources which reflect positive images of the diversity of people and their differing needs, although the group's ethos encourages spiritual development through stories, songs and activities. Staff use activities such as play dough modelling with older children to acknowledge and discuss the similarities and differences amongst themselves.

Staff's regular use of praise and positive reinforcement of good behaviour effectively promotes children's self-esteem. Good role modelling by staff helps children understand what is expected of them and their behaviour is good. Staff encourage children to think of others such as family members as they write out their thoughts and prayers for significant persons in their lives.

Children benefit from effective partnerships with parents. Parents appreciate the care given to their children and value verbal feedback given at the end of each session; parents find staff approachable.

A parent pack, displays of notices and some policies and procedures provide parents with sufficient information about how the care and welfare of their children is promoted; for instance through the behaviour management policy and complaints procedure.

Organisation

The organisation is inadequate.

The provider is in breach of the conditions of registration as they do not display the current certificate of registration; consequently parents are not informed of the limitations of the care on offer to their children.

Systems in place for the checking and induction of staff to ensure their suitability to work with children and their understanding of the National Standards are not yet fully robust and rigorous. The organisation has not ensured that all staff with unsupervised access to children are suitable to do so through criminal records bureau checks, consequently children's safety is put at risk.

Staff do not demonstrate sufficient knowledge and understanding of the National Standards. Some staff hold appropriate early years qualifications, however the regulatory requirements for staff qualifications and experience are not being met. Staff with overall day-to-day responsibility do not hold appropriate early years qualifications. There is an induction programme in place, however it is not yet fully effective as all staff do not consistently follow procedures for gaining written parental permission and the recording of medication and obtaining written parental acknowledgment of accidents. Young babies are cared for in groups over 12, therefore exceeding recommended group size. There are effective systems for registering visitors to the

premises and staff attendance. Registration systems for children, however, do not include the times of arrival and departure.

The areas used by children are spacious, bright and child friendly. The lay out ensures children have free access to the varied range of activities and resources in their respective areas. Children are able to rest appropriately, according to their age and developmental stage and comfortably and quietly in cots and on soft mats and sofas. Overall the setting does not meet the needs of the range of children for whom it provides.

Improvements since the last inspection

At the last inspection the provider was requested to take the following actions: to provide an action plan demonstrating robust recruitment procedures to ensure staff's suitability and that all managers, staff and volunteers have the appropriate experience, skills and ability to do their jobs; to develop an induction programme for all staff to ensure they are familiar with the National Standards and implement policies and procedures consistently. To improve hygiene procedures with particular attention to hand washing and nappy changing and to implement effective procedures for recording the administration of medication.

One of the actions has been appropriately addressed. Staff take positive steps and follow effective procedures that promote good hygiene through clear expectations of children of appropriate hand washing routines and thorough nappy changing procedures.

Three actions have been partially addressed. An action plan was supplied and recruitment procedures for staff is more rigorous to ensure their suitability. However, additional staff seconded from the venue to work within the provision are not requested to provide proof of suitability. The recruitment procedures do not ensure that all managers, staff and volunteers have the appropriate experience, skills and ability as required to ensure regulatory requirements are met. The induction programme for staff is not yet fully effective as inconsistency in staff knowledge and understanding of the National Standards and some required procedures remains an issue.

Complaints since the last inspection

Since the last inspection there have been no complaints made to Ofsted that required the provider or Ofsted to take any action in order to meet the National Standards.

The provider is required to keep a record of complaints made by parents, which they can see on request. The complaints record may contain complaints other than those made to Ofsted.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are inadequate – notice of action to improve. The registered person does not meet the National Standards for under 8s day care and childminding.

WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?

The quality and standards of the care

To improve the quality and standards of care, the registered person **must** take the following actions:

- ensure that the training and qualification requirements of staff are met
- ensure that all staff with unsupervised access to children are suitable to do so
- obtain written permission from parents prior to administering medication
- display the certificate of registration.

These actions are set out in a *notice of action to improve* and must be completed by the date specified in the notice.

Any complaints about the inspection or the report should be made following the procedures set out in the leaflet *Complaints about Ofsted Early Years: concerns or complaints about Ofsted's role in regulating and inspecting childcare and early education* (HMI ref no 2599) which is available from Ofsted's website: www.ofsted.gov.uk