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Manley and Mouldsworth Pre-School
Playgroup
Manley Village School Playfield
Mobile Units, School Lane
Manley
Cheshire
WA6 9DU

Our Reference 305181

Dear Manley and Mouldsworth Pre-School Playgroup Committee

Monitoring for provision judged as inadequate

An Ofsted inspector, Elizabeth Grocott, monitored your provision on 12/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 27/03/2014, we sent you a welfare requirements notice. If you were set actions at the inspection, or as a result of our subsequent monitoring or investigations, these are included at the end of this letter unless we have already verified that they have been completed.

The welfare requirements notice required you to:

ensure that all required information and records are easily accessible and available for inspection (General information and records matters W10.1 3.68)

develop an effective system for dealing with behavioural management issues to ensure children are kept safe and to promote positive behaviour amongst all children (Managing behaviour W7 3.50)

In addition to the welfare requirement notice we sent you a notice to improve that required you to:

ensure that there is a designated practitioner for safeguarding, behavioural management and special educational needs, to provide advice and ensure that other staff are able to meet children's needs effectively and are fully supported in their practice (Safeguarding practice W1.1 3.5)

During the monitoring visit the inspector discussed with you the steps you have

taken to address the actions raised. It was found that you had managed to recover some of the missing documentation which was required for safeguarding children. This included the safeguarding policy and procedure, references for two members of staff; evidence of qualifications for all three members of staff, employment history for two members of staff, disclosure and barring service records for two members of staff and induction training and first aid qualifications for two members of staff. However, the inspector found there was still no information regarding the disclosure and barring service checks and induction, references or employment history for one member of staff.

The safeguarding policy and procedure was available but did not include any reference to the use of mobile phones or cameras within the setting, which is a requirement under 3.4 of the Statutory Framework for the Early Years Foundation Stage. This means that the suitability of one member of staff is still not clear and there is no policy or procedure for the use of cameras and mobile phones in the setting.

During the visit the inspector observed staff interaction with children. There are inconsistencies in the way some staff speak to children. The inspector observed, when children were preparing for a physical education activity when one child did not want to join in, a member of staff spoke to the child in a raised voice on a number of occasions in an effort to get the child to cooperate. The member of staff did not manage this behaviour appropriately. At times the member of staff ignored the child and at other times spoke in a very stern and raised voice.

The inspector spoke with the manager, who is the lead person for behavioural management, regarding the techniques used by members of staff. The manager acknowledged that she was aware that there are inconsistencies in the staff team, however, this has not been dealt with effectively. As a result, some staff continue to manage children's behaviour inappropriately. The manager and the inspector looked at the behavioural management policy which clearly states that staff will not raise their voices to children.

Following your inspection on 27 March 2014 you appointed a designated person for safeguarding, behavioural management and a coordinator for special educational needs. The inspector spoke to the designated lead person for safeguarding to test their knowledge and understanding and this was found to be satisfactory. You informed the inspector that the designated person for safeguarding would be accessing training as soon as the course becomes available and that they would do some reading in the meantime. It was found that the person who will be responsible for supporting children with special educational needs and or disabilities already has skills in this area.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

Next steps

The next step will be further monitoring.

If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson
National Director, Early Education

Actions

Action	Due date	Closed date
ensure that disclosure and barring service documentation, induction and employment history are available for all staff to ensure their suitability (General suitable people matters W2.1, 3.12)	09/06/2014	
implement the behaviour management policy effectively and ensure all staff work to the policy, receiving training where necessary (Managing Behaviour W7, 3.50)	09/06/2014	
ensure the safeguarding policy meets with the requirements of the Local Safeguarding Children's Board and includes the policy and procedure for the use of cameras and mobile phones in the setting (Safeguarding policy W1.2 3.4).	09/06/2014	
ensure that disclosure and barring service documentation is available for all staff to ensure their suitability (Suitability to care for children or have regular contact with children CR3).	09/06/2014	
ensure that disclosure and barring service documentation is available for all staff to ensure their suitability (Suitability to care for children or have regular contact with children CR3).	09/06/2014	
ensure that there is a designated practitioner for safeguarding, behavioural management and special educational needs, to provide advice and ensure that other staff are able to meet children's needs effectively and are fully supported in their practice	02/05/2014	12/05/2014
ensure all staff have a secure knowledge and understanding of the Early Years Foundation Stage to effectively fulfil their roles and responsibilities	02/06/2014	
develop an effective programme for	02/06/2014	

continuous development to ensure staff's training needs are identified and monitored

ensure observations and assessments are used to ensure that timely interventions are sought for children who have gaps in their learning and development, and to enable all children to make good progress. 02/06/2014