

Bowerhill Pre-School

Bowerhill Cp School, Halifax Road, MELKSHAM, Wiltshire, SN12 6YH



Inspection date

19 March 2015

Previous inspection date

17 February 2011

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Good	4 2
How well the early years provision meets the needs of the range of children who attend		Inadequate	4
The contribution of the early years provision to the well-being of children		Inadequate	4
The effectiveness of the leadership and management of the early years provision		Inadequate	4
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- Management and staff have a poor understanding of the safeguarding and welfare requirements of the Early Years Foundation Stage and are in breach of a number of them. This includes failure to maintain attendance records, and have records to demonstrate staff suitability available.
- Children's health and well-being are compromised because staff fail to supervise children adequately during cooking activities.
- Key persons fail to ensure children receive the emotional support they need to develop good self-esteem and confidence, and to learn the behavioural expectations of the setting.
- The quality of teaching is inadequate and, as a result, children make insufficient progress in their learning and development. Staff have a poor knowledge of the ways children learn and fail to assess their progress effectively.
- Management fail to monitor, support and supervise staff practice. They overlook poor teaching skills and staff's inability to promote all children's learning adequately. Children, particularly those with special educational needs and/or disabilities, do not make adequate progress.
- Staff do not work effectively in partnerships with other professionals involved in children's care to promote continuity of care and learning.

It has the following strengths

- Partnerships with parents are reasonably successful and feedback given in questionnaires and discussions with parents shows they are happy with the care and service the pre-school provides.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- put in place, and implement, a policy and procedures to safeguard children in line with the Local Safeguarding Children Board (LSCB)
- train all staff to understand the pre-school's safeguarding policy and procedures, and ensure that all staff have up-to-date knowledge of how to identify signs of possible abuse and what to do if they have any concerns about a child's well-being
- use effective supervision to target inconsistencies in the quality of teaching, making sure staff receive support, coaching and training to make good use of assessments to identify where children are in their learning, identify any gaps, and plan activities and experiences to help children make good progress in all seven areas of their learning
- take all necessary steps to prevent the spread of infection by ensuring children are effectively supervised during cooking activities
- obtain and share information regularly with professionals and settings working with the children to enable an effective two-way flow of information that informs planning and supports effective teaching
- keep a daily record of the names of the children being cared for on the premises and their hours of attendance
- ensure all records are easily accessible and available for inspection
- ensure there are effective arrangements to support children with special educational needs and/or disabilities that are in line with the Special Educational Needs (SEN) Code of Practice
- ensure that staff plan activities that take account of children's individual needs, interests and stage of development so that their experiences are challenging and enjoyable
- strengthen the programme for personal, social and emotional development by ensuring that every child has a key person who knows their individual needs really well to promote their emotional security and developing social skills.

Inspection activities

- The inspector observed staff practice and their interaction with children.
- The inspector spoke to staff and children at appropriate times throughout the inspection.
- The inspector looked at children's registration details, staffing documents and a selection of the pre-school's policies and procedures, including those relating to safeguarding matters.
- The inspector checked evidence of the recruitment, suitability and qualifications of staff working with children.
- The inspector spoke with some parents and undertook a joint observation with the manager.

Inspector

Tracy Bartholomew

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is inadequate

Staff fail to observe, assess and plan effectively to promote children's learning. Some children's learning needs are known but staff do not take account of these when planning activities. The activities are often poorly organised and children quickly lose interest in them. Staff are not always appropriately deployed and fail to make the most of learning opportunities that arise during children's spontaneous play or planned activities. For example, a creative activity to make Easter nest cakes offered potential to promote all areas of children's learning but staff only encouraged counting, stirring the chocolate and cereal mixture, and simple cake decoration. Staff do not do enough to aid children's communication and language development. They do not encourage children to talk and show little interest in what children have to say. When children find communication more difficult, staff fail to seek the additional help children need. Although some children enjoy the activities, they do not make sufficient progress and are unlikely to gain the skills they need to prepare them for school.

The contribution of the early years provision to the well-being of children is inadequate

Children's health and well-being are compromised. Children who are visibly unwell are not comforted appropriately and staff take too long to respond to their needs, leading to unnecessary distress. Furthermore, the risk of cross-infection is heightened when, during a cooking activity, staff allow children to lick the ingredients as these are placed in the communal bowl, then eat from the spoon and off the floor as they serve the mixture into cake cases. Staff fail to support children in developing relationships with others. They do not sort out conflict and unfriendliness presented by some children as they play. This has a negative impact on children's emotional development and behaviour.

The effectiveness of the leadership and management of the early years provision is inadequate

Safeguarding responsibilities are not met and children's welfare is compromised. Staff have a poor understanding of what to do in the event of a child protection concern. The pre-school's safeguarding procedure does not direct staff to the appropriate outside agencies. Evidence of vetting checks completed to assess the suitability of all adults working with the children was not available for inspection, as required. The provider fails to ensure staff maintain all required records. Staff have regular appraisals with the manager, but she does not use these, or other means of monitoring staff performance, effectively to identify training needs or promote effective teaching. The manager has begun to work in partnership with the school but has taken no action to develop partnerships with other professionals involved in children's care. The provider states they receive no support from the local authority. The weaknesses in the provision have a negative impact on the outcomes for children's care and learning.

Setting details

Unique reference number	EY416627
Local authority	Wiltshire
Inspection number	832368
Type of provision	Sessional provision
Registration category	Childcare - Non-Domestic
Age range of children	2 - 5
Total number of places	20
Number of children on roll	37
Name of provider	Bowerhill Pre-School Committee
Date of previous inspection	17 February 2011
Telephone number	01225 700964

Bowerhill Pre-School opened originally in 1983 and registered in 2010. It operates from Bowerhill CP School, in Melksham, Wiltshire and is open Monday to Friday, during school term times, from 8am to 6pm. There are six members of staff; of these five have an early years qualification at level three. The pre-school receives funding to provide free early education for children aged two, three and four years.

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