

William Cowper Pre School Nursery



William Cowper Close, Toftwood, DEREHAM, Norfolk, NR19 1LT

Inspection date

Previous inspection date

26 March 2015

7 December 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		Requires improvement	3
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

- The provider does not have effective systems in place to ensure information about identity checks and vetting processes is recorded. Staff records are not all available for inspection. This means the provider is unable to demonstrate that all staff are suitable to work with children. Therefore, children's well-being and safety are compromised.
- Staff do not receive a thorough induction when they start working in the setting. Therefore, they do not know the safeguarding procedure to follow if they have concerns about a child. This compromises children's safety and welfare.
- Despite having a well-qualified staff team children do not make good progress in their learning in readiness for school. This is because observations and assessments are not consistently used to plan challenging, individual learning experiences for each child. Monitoring is weak, leading to gaps in the educational programmes.
- The committee do not fulfil their role in supporting the manager to ensure continual improvement of the setting and ensure legal requirements are met. No notification is made to Ofsted about changes to the committee.
- Staff do not consistently gain information from parents about what their children know and can do before they start. This makes it difficult for staff to plan challenging experiences for children from the outset and enable them to make maximum progress in their learning.

It has the following strengths

- Children with special educational needs and/or disabilities receive appropriate support, so they are making satisfactory progress in their learning. For example, the setting provides extra staff to work closely with children and their parents.

What the setting needs to do to improve further

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

- ensure there is effective recording of information about staff vetting processes, for example, record the Disclosure and Barring Service check reference number, date obtained and details of who obtained it
- ensure that all information and records are easily accessible and available for inspection at anytime
- ensure that all staff receive induction training to help them understand their roles and responsibilities, particularly in relation to the safeguarding procedure
- improve the quality of teaching by using information gained from observations to plan challenging experiences for individual children and by monitoring the educational programmes to ensure that all areas of learning are sufficiently covered and any gaps are identified.

To further improve the quality of the early years provision the provider should:

- develop self-evaluation systems involving staff and the committee in order to ensure legal requirements are met and to drive improvement
- provide opportunities for parents to have a shared approach to their children's learning and development by, for example, asking them to contribute to their child's assessment on entry in order to inform staff of their child's starting points to enable them to plan challenging experiences and maximise the progress children make over time.

To meet the requirements of the Childcare Register the provider must:

- ensure all staff receive training about child protection procedures (compulsory part of the Childcare Register)
- ensure that Ofsted are notified of any changes of committee members (compulsory part of the Childcare Register).

Inspection activities

- The inspector observed activities both indoors and outdoors.
- The inspector spoke to the manager, members of staff and children at appropriate times during the inspection.
- The inspector carried out a joint observation with the manager.
- The inspector took into account the views of parents spoken to on the day of the inspection.
- The inspector looked at children's records, planning documentation, evidence of the suitability of staff working in the provision and a range of other documentation, including policies and procedures.

Inspector

Joanne Gray

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This requires improvement

Staff do not ask parents about what their children already know and can do when they start at the setting. This means they are not able to plan challenging activities for individual children from the start. Staff observe children and keep a record of their progress. However, they do not always plan suitably challenging experiences for individual children based on these observations. In addition, the manager does not monitor the educational programmes or children's assessment records to ensure they are making progress across all areas of learning. This results in gaps appearing in some aspects of learning that are not rapidly addressed. Therefore, children are not making consistently good progress in readiness for school. Children's mathematical understanding is developing because, for example, staff encourage them to count the number of children at registration time and sing number rhymes. Staff use varied tones of voice as they read stories to children, which builds on children's love of books and develops their literacy skills.

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

The setting has failed to meet some of the safeguarding and welfare requirements, which compromises children's safety and well-being. They do not record the required details from Disclosure and Barring Service checks on all staff who work with the children. New staff do not have a thorough induction when they start at the setting so they do not know what to do if they have concerns about children. This means children are not sufficiently safeguarded. Staff provide children with waterproof clothing so they can play outside in all weathers. Parents are asked to bring a healthy snack for their children to eat at snack time. To some extent children are developing an understanding of the importance of having healthy lifestyles. Children behave and get along well together because staff remind them to share and be gentle with each other.

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

Leadership and management of the setting are inadequate. The committee do not help the manager to evaluate the setting and ensure continuous improvement. This means legal requirements of the Early Years Foundation Stage are not met. Staff records, which include information about supervisions and appraisals along with qualification certificates, are not available for inspection. There is limited proof that staff working with children are suitable to do so and children's safety is therefore compromised. The setting has also failed in its duty to notify Ofsted of changes to committee members. There is a suitably established two-way flow of information between parents and the setting, which supports continuity in children's care and learning. Parents say they are happy with the care provided for their children and say children enjoy their time there. Suitable partnership links are established, which support children to move on to school and ensure they receive support with any additional learning needs.

Setting details

Unique reference number	254350
Local authority	Norfolk
Inspection number	866871
Type of provision	Sessional provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	16
Number of children on roll	18
Name of provider	William Cowper Pre school Nursery Committee
Date of previous inspection	7 December 2011
Telephone number	07714 614404

William Cowper Pre School Nursery first registered in 1984. It operates from the grounds of Toftwood Infants School. The setting employs five members of childcare staff. Of these, one holds an appropriate early years qualifications at level 5 and four at level 3. The setting opens from 8.50am to 11.50am, Monday, Tuesday, Thursday and Friday and 8.50am to 2.50pm on Wednesday. It opens during term-time only. The setting provides funded early education for two-, three-, and four-year-old children and supports a number of children with special educational needs and/or disabilities.

This inspection was carried out by Ofsted 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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