

# Overton Children's House

St. Lukes Hall, Winchester Street, Overton, BASINGSTOKE, Hampshire, RG25 3HT



## Inspection date

26 February 2015

Previous inspection date

10 May 2011

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Good	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 <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is inadequate

- Staff use inappropriate methods to manage children's behaviour and do not implement behaviour strategies recommended by professionals involved in the children's care. The use of restraint compromises children's physical and emotional well-being. Staff fail to keep a record of when restraint is used.
- Recruitment procedures are not robust to help keep children safe. Staff deployment does not meet children's needs or ensure their safety. The provider has failed to inform Ofsted that a child left the setting unsupervised. Staff do not maintain an accurate record of children's attendance to promote their welfare.
- Safeguarding procedures are ineffective because staff do not have sufficient understanding of how to recognise or act on signs of abuse without delay. They fail to maintain records that relate to safeguarding concerns or share information with other professionals efficiently in a timely way. These failings compromise children's welfare.
- Staff do not minimise the risk of cross-infection, compromising children's health.
- The quality of teaching is not monitored well enough. As a result, children with special educational needs and/or disabilities do not make as much progress as others.
- Staff do not work in effective partnership with other professionals to provide the swift and targeted support children need. This does not promote equality of opportunity.
- The provider also fails to meet the associated requirements of the Childcare Register.

### It has the following strengths

- The quality of teaching during focused one-to-one activities for some children is good, although not all groups of children are able to benefit from this.

## **What the setting needs to do to improve further**

### **The provision is inadequate and Ofsted intends to take the following enforcement action:**

We will issue a welfare requirements notice requiring the provider to:

use appropriate methods for managing children's behaviour, which do not include threat, physical restraint or intervention as a strategy for managing any unwanted behaviour, which could adversely affect a child's well-being

ensure there are effective arrangements in place to support children with special educational needs and/or disabilities that have regard for the Special Educational Needs (SEN) Code of Practice

ensure all staff have regard for the Government's statutory guidance 'Working Together to Safeguard Children', in order that any concerns about children's safety or welfare are notified to agencies with statutory responsibilities without delay.

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

- implement an effective recruitment process to ensure staff suitability, with specific regard to gathering full and relevant information about previous employment history, and maintain records of vetting processes, including checking references
- ensure that children are adequately supervised to keep them safe and deploy staff effectively to ensure children's needs are met
- ensure the daily record of attendance contains the names of the children being cared for on the premises and their actual hours of attendance
- use effective supervision to target inconsistencies in the quality of teaching, Make sure staff receive support, coaching and training to make good use of assessments and identify where children are in their learning, identifying any gaps and planning activities and experiences to promote further learning, giving staff opportunities to share concerns about children's development or well-being
- maintain records and obtain and share information with parents and carers, other professionals working with the child, including the police, social services and Ofsted to ensure the safe and efficient management of the setting
- take necessary steps to prevent the spread of infection by implementing robust hand-washing procedures
- implement robust systems for monitoring the educational programmes to ensure that any variations in progress made by children are swiftly identified and acted upon so that all groups of children make good or better progress given their starting points.

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

- keep and implement a written record of policies and procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)
- implement an effective system to ensure that the registered person, the manager and any person caring for, or in regular contact with, children (including on a voluntary basis) is suitable to work with children (compulsory part of the Childcare Register)
- ensure that the childcare is accessible and inclusive by not treating any child less favourably than another child by reason of the child's family background or disability and/or learning difficulty (compulsory part of the Childcare Register)
- keep a daily record of the names of the children looked after on the premises and their hours of attendance (compulsory part of the Childcare Register)
- keep and implement a written record of policies and procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)
- implement an effective system to ensure that the registered person, the manager and any person caring for, or in regular contact with, children (including on a voluntary basis) is suitable to work with children (voluntary part of the Childcare Register)
- keep a daily record of the names of the children looked after on the premises and their hours of attendance (voluntary part of the Childcare Register)
- ensure that the childcare is accessible and inclusive by not treating any child less favourably than another child by reason of the child's family background or disability and/or learning difficulty (voluntary part of the Childcare Register).

## Inspection activities

- The inspector observed activities in the main indoor areas, including the main hall.
- The inspector spoke to members of staff and children at appropriate times during the inspection, and held a meeting with the owner of the setting.
- The inspector took account of 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 to safeguard children's welfare.

### Inspector

Melissa Cox

## Inspection findings

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

Overall, the quality of teaching is weak. Not all children make expected progress in their learning given their individual starting points. Children generally lead their own play using the specialist equipment. Activities that foster practical life skills, such as squeezing fresh orange juice, provide children with opportunities to develop their independent learning. Children enjoy some time to explore their ideas uninterrupted, but staff do not instinctively know when to join in and extend children's learning during their activities. Staff interact too infrequently with the groups of children that need the most support in their learning. These children are often left to occupy themselves without any guidance to help them acquire the skills and attitudes necessary to prepare them for their next stage in learning.

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

Staff do not provide stability and emotional security for all children., They are not vigilant in their supervision to keep children safe. Children often wander into the bathroom area or hallway to play, out of sight of staff. Staff lack the skills to suitably manage children's behaviour. They use unnecessary force to restrain children when they become agitated, rather than considering the reasons why this might have occurred and employ more suitable strategies. For example, staff do not make use of visual timetables recommended by professionals to help children prepare for a change in the routine, to help them feel safe and secure. Staff provide children with some opportunities to develop their physical skills outside and when they take part in weekly sports coaching sessions. Children learn to put on their slippers, help to prepare healthy snacks and tidy away resources, developing some independence skills. However, children wash their hands in shared water which increases the risk of cross-infection and compromises children's health.

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

The provider does not recognise the significant weaknesses in practice and the detrimental impact of these on outcomes for children, particularly those with special educational needs and/or disabilities. Staff do not follow the setting's behaviour management policy and fail to act swiftly to report any concerns about a child's welfare. As a result, Ofsted intends to take enforcement action. The provider also failed to notify Ofsted that a child left the premises for a short period of time. Ofsted intends to issue a warning letter. The provider fails to make sure that staff fulfil their roles and responsibilities. When recruiting staff, she does not question gaps in employment history and does not always obtain references. Staff do not maintain an accurate record of children's attendance, as required. They also fail to work in partnership with other professionals involved in children's care. They do not implement suggested strategies to provide support for children with complex additional needs.

## Setting details

<b>Unique reference number</b>	EY421268
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	832704
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	2 - 8
<b>Total number of places</b>	30
<b>Number of children on roll</b>	27
<b>Name of provider</b>	Marianne Preece
<b>Date of previous inspection</b>	10 May 2011
<b>Telephone number</b>	01256770720

Overton Children's House registered in 2011. It is one of two privately owned Montessori settings and operates from a community hall, in the village of Overton, near Basingstoke, Hampshire. The children attending come from the village and the surrounding areas. The setting receives funding for the provision of free early education for children aged two, three and four years. It is open on Monday, Tuesday and Thursday from 9am until 3 pm and on Wednesday and Friday from 9am until 12: 30pm during term time only. The Children's House employs five members of staff; of these, three hold qualifications at level 3 and above.

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