Mills Hill Playgroup

Mills Hill Baptist Church, Mills Hill Road, Chadderton, Oldham, M24 2FD

Inspection date 2 June 2015
Previous inspection date 8 January 2015

<table>
<thead>
<tr>
<th>The quality and standards of the early years provision</th>
<th>This inspection: Inadequate 4</th>
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<tbody>
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<td>Previous inspection: Inadequate 4</td>
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How well the early years provision meets the needs of the range of children who attend

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

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

The setting does not meet legal requirements for early years settings

Summary of key findings for parents

This provision is inadequate

- Safeguarding of children is not robust because Ofsted has not been notified of changes to the playgroup committee. In addition, the records to show that the suitability of the committee members have been checked are incomplete.
- The playgroup staff have not carried out the progress check for children aged between two and three years in accordance with all requirements for this.
- Staff do not always use information about individual children's learning in order to plan challenging activities which promote good progress.
- Staff are not always effectively deployed during the sessions, and as a result, older children do not receive consistent attention and support in their play and learning.
- Resources are not always used effectively in order to promote children's learning.
- Staff do not always have the skills to adjust their teaching quickly, in order to better motivate children to learn and make progress.
- Links have not been established with other settings attended by children, in order to work together and provide a consistent approach to children's care and learning.
- Managers and staff do not adequately reflect on their practice in order to identify all of their training needs. This results in the weaknesses in the overall organisation and practice, including a number of breaches in requirements.

It has the following strengths

- Staff ensure that children follow appropriate routines for hygiene and that they can choose from some healthy foods, such as fruit and milk, at snack times.
- Staff are welcoming and reassuring, leading to children developing confidence.
- Children enjoy some appropriate activities, such as shaping malleable dough or sharing books with staff, which are based on some of their interests.
What the setting needs to do to improve further

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

- develop a secure knowledge and understanding of why checks on the suitability of all those concerned with the running of the playgroup are essential in order for children to be robustly safeguarded and keep records of the checks carried out, the dates on which these were made and who obtained them
- demonstrate a secure knowledge of how to carry out the progress check for children between the ages of two and three years and put this into practice
- ensure that all children have comprehensive plans made for their learning, which lead to activities that are challenging, taking into account children's individual progress, starting points and interests
- ensure that all children have the support needed to promote their good progress in learning through effective deployment of staff during sessions
- establish measures to improve staff teaching skills in order to motivate children to greater learning and promote their progress
- establish links with other settings that children attend in order to exchange information about their learning and well-being and promote continuity of approach in these.

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

- establish effective organisation and accessibility of resources so that children can play purposefully at all times
- establish effective supervision for the manager and staff to improve their skills for teaching and reflecting on their practice, in order to meet all legal requirements and bring about continuous improvement.
**Inspection activities**

- The inspector viewed the areas of the premises used by children and observed activities in the main playroom and the outdoor area.
- The inspector checked evidence of suitability of staff, managers and the management committee, along with evidence of the qualifications held by staff.
- The inspector held meetings with the manager of the playgroup, and also spoke to members of staff when appropriate.
- The inspector, manager and one member of staff discussed the ways in which practice in the playgroup is reflected on, in order to make plans for improvement.
- The inspector also took account of the views of children and parents or carers spoken to on the day.

**Inspector**

Jennifer Kennaugh
Inspection findings

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

Staff sometimes do not provide enough resources or make sure that these are ready to be used. For example, staff do not make sure that slides are dried before children go out to play or that sufficient wheeled toys are brought from storage so that more than one child can enjoy using these. This means that children's play sometimes lacks purpose as there are not enough accessible resources for them to use. Staff also do not have the skills to quickly recognise when they can build on unplanned events, such as finding snails in the playhouse to motivate children to learn. All children's progress is followed for all areas of learning, and planning is in place for children who solely attend the playgroup, in order to promote their learning. However, a number of children attend another setting daily as well, and planning is not adequately in place for these children, although information about their progress is recorded. As a result, the playgroup is not making an adequate contribution to their progress towards the early learning goals. In addition, staff do not know what children achieve in other settings they attend and, therefore, cannot use this knowledge to help provide continuity for their progress. Staff and managers produce regular summaries of progress for children who only attend the playgroup and make some plans to further this. However, parents do not contribute to these, so not all information is included as required for the progress check for children aged between two and three years. Parents do not receive copies of the checks and are not made aware of their intended use. They are consequently not able to share the checks with professionals who can use the information to promote children's development, such as their children's health visitors.

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

The manager and staff have not reflected on how to organise staff to support all the needs of children attending. The staff, including the manager, spend significant lengths of time reassuring younger children in order to develop their confidence. As a result, some older children do not have the same level of interaction with staff to promote their progress. Children develop confidence because staff provide plenty of reassurance in their earliest times at the playgroup. Staff praise children for using appropriate manners and children generally behave with consideration to others. They are steadily developing the attitudes needed to support their next steps in learning, such as for attending school. However, the playgroup has not ensured that all legal requirements associated with the management committee are met with regard to safeguarding. As a result, the contribution made to children's well-being is not adequate.

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

Ofsted have not been notified of changes in committee members and there are gaps in records to demonstrate suitability of some adults involved with the playgroup. Committee members, apart from the manager, do not work with the children and the necessary checks and records are in place for the manager, which reduces the risk to children.
However, this demonstrates a lack of both organisation and rigorous safeguarding. Two staff are qualified to level 3 and one has nearly completed a qualification at this level but this is not having a good enough impact on children’s learning. The lack of reflection to identify all their training needs has meant that staff do not have adequate support to improve their teaching skills. Overall, the manager and staff do not demonstrate sufficient knowledge of the requirements of the Early Years Foundation Stage in order to track and promote children’s well-being and progress.
Setting details

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<th>508046</th>
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<tr>
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<tr>
<td>Registration category</td>
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<tr>
<td>Number of children on roll</td>
<td>20</td>
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<tr>
<td>Name of provider</td>
<td>Mills Hill Playgroup Chadderton Committee</td>
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<tr>
<td>Date of previous inspection</td>
<td>8 January 2015</td>
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<td>Telephone number</td>
<td>07944989814</td>
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Mills Hill Playgroup opened in 1987 and is situated in the Chadderton area of Oldham, Greater Manchester. It operates from 9.15am to 12.15pm on weekdays in term times only. The playgroup employs three members of childcare staff, including the manager. Of these, two hold appropriate early years qualifications at level 3 and one is qualified to level 2.

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