

Woodroyd Nursery and Children's Centre Plus

Woodroyd Road, West Bowling, Bradford, West Yorkshire, BD5 8EL

Inspection dates	23–24 June 2015
Previous inspection date	30 June–1 July 2010

Overall effectiveness	This inspection:	Good	2
	Previous inspection:	Outstanding	1
Access to services by young children and families		Good	2
The quality of practice and services		Good	2
The effectiveness of leadership, governance and management		Good	2

Summary of key findings for children and families

- Good leadership and management, including strong governance from the directors and the advisory board, have resulted in continuous improvement to the numbers of families accessing the centre and the quality of the activities and services that are provided.
- The staff work hard to encourage all local families, including those who may be hard to contact, to access its good quality provision and are successful in engaging the large majority of families.
- Staff are extremely committed and enthusiastic. They are well qualified and bring a wide range of valuable skills to their roles, for example, many relevant languages are spoken. Parents have confidence in the staff because they are very responsive to their needs.
- The centre plays a pivotal role in the local community and has been particularly successful in bringing families together from different backgrounds. All are made welcome and are equally respected and valued.
- The quality of outreach and the support offered to families in times of crisis is very good indeed. There is a strong emphasis on managing debt and also on ensuring that children are safe and well cared for. Much is done to ensure that local children are increasingly well prepared for school.
- Very well-attended activities for fathers are having a positive impact on parenting skills and their abilities to successfully support their children's development.

It is not outstanding because:

- The local authority has provided limited support and challenge for the new management team. This is reflected in variations in the quality of the centre's record keeping.
- The analysis of data is not always recorded and used to precisely measure the centre's impact on families with the highest level of need or to fully inform development planning.
- The centre does not always receive up-to-date information about local health outcomes or about the children who are classified as in need or who have been placed on the child protection register.
- The impact of the centre on the achievement of children and adults is reduced because the proportion of children accessing free early years education is sometimes too low. Also, the progress of adults towards developing skills that will help them achieve financial independence and secure employment is not always checked.

What does the centre need to do to improve further?

- Improve the leadership, governance and management of the centre so that it focuses more closely on moving the centre's effectiveness from good to outstanding by:
 - improving the level of support provided by the local authority to the new management team
 - sharpening record keeping so that it is more reflective of the good and sometimes outstanding practice in the centre
 - recording clearly the analysis of data so that there is stronger focus on measuring the centre's impact on families in the most need of support and using that analysis to inform the centre's development planning
 - working with the local authority and health partners to ensure that the centre has access to accurate and up-to-date data that can be used to measure the impact of the centre's work on health outcomes
 - working with the local authority to make sure the centre receives more timely information about children in the locality who are classified as in need or who are on the child protection register.
- Enhance the centre's impact on the skills of adults and children by:
 - ensuring that more children access their entitlement to free education at the ages of two, three and four
 - doing more to check adults' progress in developing the skills that are needed to gain greater financial stability and rewarding employment.

Information about this inspection

The inspection of this children's centre was carried out under Part 3A of the Childcare Act 2006 as amended by the Apprenticeships, Skills, Children and Learning Act 2009.

This inspection was carried out by three additional inspectors.

The inspectors held meetings with the acting leader of the centre. They also spoke to other staff who work in the centre, and local managers from the local authority as well as members of the advisory board. Conversations took place with staff from partner agencies including health professionals and representatives from adult education. Inspectors also spoke to headteachers and other education professionals. Discussions with parents took place at different times during the inspection. Inspectors observed activities including Stay and Play for families from Eastern Europe and Arty Smarty.

They observed the centre's work, and looked at a range of relevant documentation.

Inspection team

Susan Walsh, Lead inspector	Additional inspector
Robert Mottram	Additional inspector
Geoffrey Dorrity	Additional inspector

Full report

Information about the centre

Woodroyd Nursery and Children's Centre provides services to families living in the West Bowling area of inner-city Bradford. It is managed by Woodroyd Nursery and Children's Centre, a company limited by guarantee and a registered charity, on behalf of the local authority. Governance is provided by directors of the trust and members of the advisory board. The centre's performance is overseen by the local authority. There is an acting manager. The centre shares its site with GP practices, health-commissioned services, and a community café. There is a nursery on site which is inspected separately. Its report can be found at www.gov.uk/ofsted

The centre offers early childhood services, including family support and health services, as well as aspects of adult education. It works closely with other local centres to extend its offer.

A significant number of families live in relatively disadvantaged circumstances. Of the children in the areas served by the centre, about one third live in poverty or in workless households. The majority of families are of Pakistani heritage but there are also families from a wide range of ethnic and cultural backgrounds. There are an increasing number of economic migrant families, including from Eastern European backgrounds. Some only stay in the area for a short time.

Most children enter the Early Years Foundation Stage with skills well below those typical for their age.

The groups identified by the centre as most in need of support include families from Eastern Europe and parents with mental health or emotional issues.

Inspection judgements

Access to services by young children and families

Good

- Most families living in the area served by the centre, including those expecting children, are registered with the centre and a large majority access the support that is offered. Outreach work is highly effective and involves a wide range of partners.
- Early contact with parents through home visits ensures that the requirements of families are quickly identified. Each member of staff is responsible for a specific geographic area within the reach, meaning they know their small area really well. Parents gain confidence in them and many families who might otherwise be reluctant to participate in services are successfully encouraged to take full advantage of what is on offer.
- Partnerships with other locally based agencies and organisations are excellent. These arrangements allow seamless support to be given to parents, including those who need help to achieve emotional stability or to manage their mental health. Access for those who are expecting children is very good indeed and support is offered through activities such as the Family Links Nurturing Antenatal Programme.
- Support for families from Eastern Europe is extensive and the overwhelming majority access the services offered. Staff are always on the lookout for families who are new to the area and, in some cases, new to the country. Newly arrived families often move on to other areas. However, Eastern European families, in particular, continue to return to the centre because they know a substantial effort is made to ensure that their needs are met.
- The numbers of children who are accessing their entitlement to free early education at ages two, three and four are rising. However, there are still significant numbers of children who are missing out on these vital opportunities to enhance their learning because their parents are reluctant to take up the offer.

The quality of practice and services**Good**

- The centre provides a good range of high quality activities with a suitable balance of universal and targeted services. Nevertheless, there is still a small minority of families in the area who do not take full advantage of these services and activities. Therefore, the impact of the centre on improving lives and the well-being of families is good rather than outstanding.
- The centre is at the very heart of the local community and is used by families from a wide range of backgrounds. Parents have good opportunities to develop their confidence and to support their children's learning. The centre has been particularly successful in helping fathers from Pakistani heritages to have greater impact on their children's learning and general well-being.
- The activities the centre provides such as Arty Smarty and Stay and Play are well organised and very well attended. The highly skilled staff provide excellent role models, demonstrating to parents how best to support their children's communication and social skills. The impact on the skills of local children is good. They are better prepared for school with far more of those who attend sessions gaining a good level of development at the end of Reception Year compared to those who have not attended activities.
- The volunteering route is used very well as a stepping stone to employment. A significant number of volunteers have gone on to gain paid roles, including in the centre. They make a very important contribution to improving the lives of local families.
- Parents are helped to manage their finances and to achieve greater economic stability, receiving support with debt management, access to hardship funding, and help to interpret official letters. There is strong focus on working with a wide range of external providers to help parents to improve their skills and their employability. However, too little is done to check how well parents are progressing in their efforts to achieve better skills, financial stability and ultimately improving their employment prospects.
- A strong message about promoting healthy lifestyles is consistently delivered at all the activities provided by the centre staff. Many parents report that this has influenced them to change their lifestyles. For example, a typical comment from a parent who had attended a course about healthy eating was that she had gone from 'a freezer mum to home-cooked meals'.
- The centre works effectively with families to deliver excellent care and guidance. Many parents reported that they had received outstanding support in times of crisis. There are excellent examples of the centre having a profound effect on the lives of children and parents.

The effectiveness of leadership, governance and management**Good**

- Leaders have high aspirations for the centre. Their open and supportive approach to both staff and parents has resulted in a centre with a very positive ethos. They have prepared effectively for future changes which have meant that staff have retained their dedication, passion and 'can do' attitudes during uncertain times.
- The directors and the advisory board play a key role in driving the centre's continuous improvement and in ensuring that the available resources are used well to meet families' needs. They have a very good knowledge of what is happening in the centre, including the quality of practice and services and about the way staff performance is managed. Together with the centre leaders and staff, they share a determination to reduce inequalities for local children and their families.
- The centre celebrates diversity and makes an excellent contribution to promoting harmonious relationships. When necessary, it is not afraid to challenge any practices that are unsafe and to promote equality in a very sensitive but effective way.
- Performance management and supervision are well established and effective and there is good access to regular and relevant training. Direct observation of sessions and interactions by centre managers and evaluations of the impact of activities by staff and parents are used to ensure that the activities and support provided improve continuously.
- The current senior management team is fairly new to its responsibilities and has not been fully supported or challenged by the local authority through its monitoring. As a result of a lack of clear

guidance, the quality of record keeping is inconsistent. It does not always fully reflect the good, and sometimes outstanding, practice seen in the centre, including the work to reduce inequalities.

- Leaders are well aware of the centre's strengths and of areas where the centre needs to improve. The key areas for improvement are well known to staff. However, the analysis of data is not always formally recorded or used to measure the impact of the centre's work on the families with the highest level of need, nor is it always used to fully inform development planning. The centre is unable to access accurate and up-to-date local health data. This limits its ability to assess objectively the impact of its work on health promotion.
- Duties relating to safeguarding are taken very seriously and staff work hard to keep children safe. The Common Assessment Framework process is used appropriately in order to reduce levels of risk. The centre is aware of looked after children in the reach, but does not always receive timely information from the local authority about children who have been identified as being in need or who are subject to a child protection plan.

What inspection judgements mean

Grade	Judgement	Description
Grade 1	Outstanding	Practice consistently reflects the highest aspirations for children and their families and, as a result, inequalities are reducing rapidly and gaps are closing.
Grade 2	Good	Practice enables most children and their families to access good quality services that improve children's wellbeing and achieve the stated outcomes for families.
Grade 3	Requires improvement	Performance is not as good as it might reasonably be expected to be in one or more key areas.
Grade 4	Inadequate	The needs of children and families in its area are not being met and/or the leaders and managers are not providing sufficient challenge to bring about improvement to the quality of services.

Children's centre details

Unique reference number	23665
Local authority	Bradford
Inspection number	464698
Managed by	Woodroyd Nursery and Children's Centre a company limited by guarantee on behalf of the local authority

Approximate number of children under five in the reach area	1,082
Centre leader	Shameen Mohammed
Date of previous inspection	30 June–1 July 2010
Telephone number	01274 777035
Email address	shameen.mohammed@woodroydcc.co.uk

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