

Warmley Pre-School

20 Deanery Road, Kingswood, Bristol, Avon, BS15 9JB



Inspection date

25 June 2015

Previous inspection date

8 March 2011

The quality and standards of the early years provision	This inspection:	Inadequate	4
	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 does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- The staff team does not have a sufficient understanding of the possible signs and symptoms of abuse and neglect, and how to respond to any concerns in a timely and appropriate way to adequately safeguard children.
- Managers and staff do not manage children's behaviour effectively. They are unclear about their roles and responsibilities to manage behaviour.
- Managers and staff do not assess and minimise risks to children's safety during special occasions and celebrations.
- Some staff have an insufficient understanding of observations and assessment of individual children's learning and development. They supervise activities, rather than use the children's play to extend their independence and enthusiasm for learning.
- Managers and staff do not provide children who learn better outdoors with sufficient access to this environment. This hinders learning for those children.
- The arrangements for washing and drying children's hands do not promote children's good health and well-being.
- Parents are not aware of who their child's key person is in order to have a shared approach to children's care, learning and development.
- The registered person and manager does not effectively support staff to ensure they have the necessary skills to keep children safe and extend learning.

It has the following strengths

- Managers and staff provide a broad range of interesting resources for children.

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:

ensure that all staff have up-to-date training and knowledge of safeguarding issues to enable them to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way in line with guidance from the Local Safeguarding Children Board.

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

- ensure staff have the training, skills and knowledge to support children's good behaviour; ensure they have a clear understanding of their roles and responsibilities to implement the behaviour management policy
- ensure children's safety by effectively assessing and controlling risks, for example, ensuring lit candles do not represent a hazard to children
- monitor and coach staff to develop an understanding of each child's starting points, level of achievement, interests and areas for further development or where their progress is less than expected, to help children make consistently good progress
- improve the quality of staff interaction and teaching methods used to ensure all children have enthusiasm for learning
- improve the educational programme by ensuring children have sufficient opportunities to play outside to promote their all-round development
- improve the hygiene procedures to promote the good health of children and to prevent the spread of infection
- ensure all parents know who their child's key person is, so that there is a consistent sharing of information about their child's achievements.

Inspection activities

- The inspector observed the quality of teaching and the impact this has on children's learning, both inside and outside.
- The inspector met with the manager and spoke with staff and children at appropriate times during the inspection.
- The inspector looked at children's records, planning documentation, evidence of the suitability of staff working in the setting and a range of other documentation, including policies and procedures.
- The inspector spoke parents during the inspection and took account of their views through written questionnaires provided on the day.

Inspector

Julie Swann

Inspection findings

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

Teaching is inadequate. Managers and staff regularly observe children to find out what they are interested in or what they can do. However, staff are either new to the setting or are relief staff and their interaction with children is poor. Furthermore, they do not understand what they have monitored or observed and how to use this knowledge to provide children with good quality learning opportunities. For example, some staff supervised activities as children sat at the creative area and drew pictures of themselves or just watched children build in the construction area. This resulted in children moving from one activity to another with little purpose or enthusiasm for learning. Consequently, managers and staff do not help children to develop the skills they need to go on to the next stage of their learning. Children enjoy playing outdoors. For example, they used buckets to scoop up water and sand and carefully controlled their movements when pouring the water back out. This helped to develop their small physical skills. However, children who learn better outdoors do not have regular enough access to this environment. This hinders learning for those children.

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

Managers and staff do not effectively assess risks to children's safety. For example, lit candles used for celebrations represent a hazard to children, particularly when children are not closely supervised and have to be pushed away by staff to prevent injury. This means children's well-being and safety is compromised. Managers and staff are not vigilant to promote children's health. For example, children tried to wash their hands in dirty water and all used the same towel that had previously been on the floor and stood on. Children's behaviour is poor because staff have not had suitable training and support to implement behaviour management strategies. Staff who are new to the setting are unclear about their roles. Children have regular disagreements. For example, they hit each other and lay on top of each other when several wanted the same role-play resources. The lack of support in helping children to resolve conflict means that managers and staff do not encourage children to work together.

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

The manager, who is the designated person for safeguarding children, has appropriate training. However, no other staff member has up-to-date training and knowledge of safeguarding issues to enable them to notify concerns or to identify signs and symptoms of possible abuse and neglect. This weakness significantly compromises children's welfare. As a result, Ofsted intends to take enforcement action. The provider and manager use recruitment procedures, which helps to identify staff's skills and knowledge. However, during induction, some staff have disclosed that they have no safeguarding training, behaviour management knowledge or understanding of the learning and development

requirements. They have not received appropriate coaching, training and support to fulfil their duties. This means that the provider and manager have not targeted training needs to improve outcomes for children. The manager reports there is a self-evaluation form that identifies any areas for improvement. However, this was unavailable on the day of inspection and, on talking to the staff, they were unclear about any plans for future improvements. Consequently, there is no clear focus on raising standards. Managers and staff have developed links with external agencies, such as schools. However, they state they receive no support from the local authority. Parents spoken to during the inspection made positive comments about their child's care at the pre-school. However, not all parents knew who their child's key person was to support a consistent sharing of information.

Setting details

Unique reference number	136112
Local authority	South Gloucestershire
Inspection number	836474
Type of provision	Sessional provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	30
Number of children on roll	32
Name of provider	Warmley Community Centre Playgroup Committee
Date of previous inspection	8 March 2011
Telephone number	0117 9674282

Warmley Pre-School operates from a community centre in Kingswood, Bristol. Sessions are term time only on Monday and Friday 9.15am to 12.15pm, Tuesday and Thursday 9.15am to 4pm and Wednesday 9.15am to 1pm. There are six members of staff, four of whom hold appropriate early years qualifications and two are currently undertaking a scheme to gain an appropriate qualification.

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