

Newnham Early Birds

Station Road, Newnham, Gloucestershire, GL14 1AT



Inspection date	20 October 2015
Previous inspection date	14 May 2009

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- Leaders and managers have failed to notify Ofsted of the nominated person and manager, and there is no deputy to manage the setting in the absence of the manager.
- Committee members have not undergone suitability checks and staff were not able to show evidence of their suitability checks. This means children are put at significant risk.
- Leaders have a poor knowledge of Local Safeguarding Children Board procedures. The safeguarding policy does not cover requirements. Staff are not trained to understand and implement appropriate child protection procedures, and leaders have not identified a designated lead practitioner for child protection.
- Leaders have not designated a special educational needs coordinator.
- Staff do not provide children with interesting resources and environments that motivate them to learn through play.
- Teaching is not effective; staff do not have an adequate understanding of children's abilities, or know how to plan their next stages in learning. They do not complete observation and assessments, or progress checks for children aged between two and three years, in order to monitor children's progress and identify gaps in development.
- Leaders do not monitor staff performance through high quality staff supervision to identify training needs, offer support and raise the quality of teaching.

It has the following strengths

- Staff are warm and caring towards the children who have good relationships with them.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ make sure there is a named responsible person, manager and deputy manager, who is sufficiently capable and qualified to take over in the manager's absence	30/11/2015
■ make sure all of the required information regarding people in charge of the day-to-day of the setting and those on the committee, is provided to Ofsted so suitability checks can be carried out	22/11/2015
■ ensure all records are easily accessible and available for inspection, with specific regard to staff and committee suitability, and Disclosure and Barring Service checks	30/11/2015
■ ensure there is a designated practitioner for child protection who has attended a child protection training course	30/11/2015
■ train all staff to understand and implement the safeguarding policy and procedures effectively and have a sufficient understanding of child protection, by being able to respond quickly and effectively to identified signs and symptoms of possible abuse and/or neglect, to keep children safe from harm	30/11/2015
■ ensure that the safeguarding policy and procedures are in-line with the guidance and procedures of the Local Safeguarding Children Board	30/11/2015
■ ensure there is an identified special educational needs coordinator	30/11/2015
■ monitor staff practice through robust and effective supervision, including opportunities for managing and appraising their performance, to identify any training needs for their continued professional development and to raise the quality of teaching.	04/01/2016

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

	Due Date
■ establish rigorous knowledge and understanding of observation and assessment, to understand each child's starting abilities on entry and check their ongoing progress, including a system for completing the required written progress check for children aged between two and three years	30/11/2015
■ provide children with stimulating, interesting, challenging resources and environments, indoors and outdoors, that motivate them to learn through play	04/01/2016

- raise teaching to be of a consistently good quality by improving the quality of staff interactions with children, to increase the opportunities for children to make good progress. 04/01/2016

Inspection activities

- Discussions took place with the staff and committee chairperson at appropriate times during the inspection.
- The inspector observed activities and adult interactions with children.
- The inspector looked at documentation, including a sample of children's records, and checked the suitability of the staff and committee members to be with children.
- The inspector took account of the views of children, committee and staff spoken to on the day of the inspection. The inspector discussed the setting's self-evaluation with staff.
- This inspection was carried out following a risk assessment process.

Inspector

Dominique Allotey

Inspection findings

Effectiveness of the leadership and management is inadequate

The leadership structure is weak and safeguarding is not effective. The committee failed to notify Ofsted of a change in management. Management does not have a robust understanding of the procedures to follow when recruiting staff to roles. The management and committee do not have a good knowledge and understanding of the requirements of the Early Years Foundation Stage. Consequently, policies and procedures, including those for safeguarding, are not reviewed to ensure they are in-line with current legislation. Staff do not have a clear understanding of how to safeguard children, identify signs and respond to any concerns that they are at risk of harm. This puts children's safety at risk. Not all records were available for inspection, with particular reference to staff and committee members' suitability checks. Designated roles and responsibilities have not been adhered to and a designated practitioner for child protection has not been identified. In addition a designated practitioner for children with disabilities and those with special educational needs at the setting has not been identified. The leadership do not provide supervision for staff. The manager is in an acting position and there is no named deputy to manage in her absence. In addition, the manager has not undergone sufficient suitability checks or received support for her role. The manager and committee are not monitoring and evaluating the overall quality of the setting. The committee does not have effective systems in place to check how the staff monitor children's progress. The committee's ability to evaluate the provision is weak. Leaders have failed to identify the breaches in requirements, leading to serious failings in safeguarding, and learning and development. The breaches have an impact on children's outcomes and put them at serious risk of harm.

Quality of teaching, learning and assessment is inadequate

Overall, the staff have suitable qualifications. However, they do not use them well and there are weaknesses in teaching. Children do not make adequate progress in their learning and staff do not always challenge children to ensure they all make good progress. Staff do not have sufficient expertise to help children learn effectively so that they are ready for school. Staff carry out some observations of children's learning but they do not use these effectively. Staff are unaware of children's prior learning and interests. This means they cannot check progress in children's learning and development. Staff do not complete required progress checks for children between the ages of two and three years and share these with parents. They are not effective in identifying what children need to learn next. Consequently, they do not plan purposeful activities and adapt learning experiences to meet children's needs and interests, to offer them challenge in their learning. Staff do not have a secure knowledge about how to teach children effective communication and language skills, which limits children's understanding and speaking skills.

Personal development, behaviour and welfare are inadequate

Some of the play environments are uninspiring. Toys and resources are limited and not of high quality, and staff do not display activities attractively. This means children are not highly stimulated or motivated to learn. Routines are structured and led by adults so

children are unable to be independent and follow their ideas and interests in play. This limits their personal development. Staff carry out risk assessments so children play in a safe and secure environment. Staff keep areas clean for children, which prevents the spread of infection or germs. Children settle easily and they get on with the staff. The staff use the garden for outdoor play, so children have some access to fresh air, which helps keep them healthy.

Outcomes for children are inadequate

Children develop some appropriate skills to help them become independent and to learn to look after themselves. However, staff do not challenge children in their learning to ensure they are prepared well for the next stage in their learning. This means that children do not always make the best possible progress in relation to their starting points.

Setting details

Unique reference number	101699
Local authority	Gloucestershire
Inspection number	1029865
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	2 - 4
Total number of places	20
Number of children on roll	9
Name of provider	Newnham Early Birds Committee
Date of previous inspection	14 May 2009
Telephone number	01594517133

Newnham Early Birds registered in 1993 and is located within the grounds of Newnham Primary School in Newnham, Gloucestershire. The setting operates from 9am until 12pm and from 12pm until 3pm on Monday, Tuesday and Thursday each week during term time. On Wednesday, the setting is open from 9am until 12pm. On Friday, there is a babies and toddler group in the morning and a rising fives group from 11.45am until 2.45pm. The setting employs three staff; of whom, two have relevant childcare qualifications at level 3. The setting is in receipt of funding for the provision of free early years education for children aged two, three and four years.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2015

