

Wethersfield Preschool

The Pavillion Playing Field, Heddingham Road, Wethersfield, Braintree, Essex, CM7 4EQ



Inspection date 11 January 2016
Previous inspection date 2 March 2012

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

- The provider does not have a secure understanding of the Early Years Foundation Stage. Key weaknesses mean that a number of welfare and learning and development requirements are not met.
- The provider does not safeguard children. Some staff do not have a secure knowledge of safeguarding procedures. The recruitment procedures are not robust. Leaders do not ensure that appropriate suitability checks are carried out on all staff working with children.
- The provider has not followed the correct procedure when electing new committee members. Ofsted have not been informed of new members as required. Checks have not been carried out to ensure that all members are suitable to be involved with childcare management.
- The provider's overall monitoring of the observation, planning and assessment process is inadequate. Staff are not supported to plan challenging and exciting experiences for each child. Staff have not established links with other settings children attend.
- Arrangements for staff supervision and personal development are weak. A culture of self-evaluation is not fostered and necessary improvements are not made.
- Partnerships with parents are not fully effective. Staff have not made sure that there is always a shared approach to children's learning.

It has the following strengths

- Children are happy at the pre-school. They have warm bonds with staff who support their emotional well-being. They play confidently and engage well in their chosen play.

What the setting needs to do to improve further

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

	Due Date
■ ensure that Ofsted are provided with the necessary information to enable them to carry out suitability checks on committee members	12/01/2016
■ ensure robust recruitment and vetting procedures are followed, including obtaining a Disclosure and Barring Service check for all adults working with children	12/01/2016
■ ensure all leaders and staff are aware of current safeguarding guidance and understand how to implement the safeguarding policy effectively, including the procedures to be followed in the event of an allegation being made against a member of staff	22/02/2016
■ improve the nominated person's knowledge of the roles and responsibilities of the provider and understanding of the Early Years Foundation Stage	22/02/2016
■ ensure effective supervision and monitoring of staff provides support, coaching and training to raise the quality of teaching and foster a culture of continuous improvement	22/02/2016
■ improve the monitoring of the observation, planning and assessment processes and better support staff to accurately plan challenging experiences for each child based on their individual needs	22/02/2016
■ make links with other settings children attend and establish a two-way exchange of information about their learning and development.	22/02/2016

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

- improve the effectiveness of partnerships with parents and promote a shared approach to children's learning.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the pre-school manager.
- The inspector held a meeting with the pre-school manager. She looked at relevant documentation, such as the self-evaluation and evidence of the suitability of staff working in the pre-school.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

Inspector

Trisha Turney

Inspection findings

Effectiveness of the leadership and management is inadequate

The nominated person for the pre-school has an inadequate understanding of the Early Years Foundation Stage and her overall role and legal responsibilities. Arrangements for safeguarding are ineffective. Leaders do not have a secure knowledge of current safeguarding guidance or how to deal with safeguarding concerns. For example, they are not aware of the correct procedure to follow in the event of an allegation being made against a member of staff. The pre-school has failed to inform Ofsted of new committee members within the required 14 days. It is an offence not to inform Ofsted of these changes. The pre-school have not carried out any checks to ascertain the suitability of committee members. Leaders fail to follow robust recruitment and vetting procedures. References from previous employers have not been obtained and Disclosure and Barring Service checks have not been carried out for all staff. This means that children are put at risk of harm. The manager has completed some self-evaluation. However, this has not been effective in identifying key weaknesses in the provision. The monitoring of staff's practice, knowledge and the quality of teaching is not robust enough to raise the overall quality of the provision to support children to make good progress.

Quality of teaching, learning and assessment is inadequate

Although all staff are qualified, leaders do not ensure they receive appropriate support and training to raise the overall standard of their teaching to a good level. Staff use some suitable teaching methods to engage children in learning. They promote children's early understanding of mathematics as they encourage them to count as they play. Staff routinely observe and assess children's progress. However, they do not make good use of this information when planning. The manager does not have effective systems to monitor children's progress. She is unable to identify or address any gaps in learning. When children's progress is less than expected, staff do not put plans in place to narrow or close the gaps. This significantly reduces the amount of progress children make. Links have not been established with other settings children attend. Children who attend more than one provision do not benefit from a shared approach to their care and learning needs.

Personal development, behaviour and welfare are inadequate

Children's welfare is not fully promoted due to significant weaknesses in safeguarding practice. Children generally behave well. Staff encourage them to share and take turns. Healthy lifestyles are promoted. Children enjoy nutritious snacks and staff encourage them to identify and talk about healthy food. Opportunities are provided for fresh air and physical exercise in the outdoor area. Parents are positive about the care their children receive. However, the pre-school does not have effective systems to involve parents in contributing ongoing information about their child's learning at home. This means that a shared approach to learning and development has not been fully established to support children to make the best progress.

Outcomes for children are inadequate

Outcomes for children are limited. Not all children are making typical progress based on their starting points. Children are not well prepared for their future learning at school.

Setting details

Unique reference number	404874
Local authority	Essex
Inspection number	869030
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 4
Total number of places	18
Number of children on roll	19
Name of provider	Wethersfield Preschool Committee
Date of previous inspection	2 March 2012
Telephone number	07935 771835

Wethersfield Preschool was registered in 1984. The pre-school employs five members of childcare staff, all of whom hold appropriate early years qualifications at level 3. The pre-school opens from Monday to Friday, term time. Sessions are from 9am until 3pm. The pre-school provides funded early education for three- and four-year-old children.

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.

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