

Our Lady's Pre-School

Oxford Road, Cowley, Oxford, Oxfordshire, OX4 2LF



Inspection date

15 March 2016

Previous inspection date

12 November 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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 meet all statutory requirements, including for the Childcare Register. There has been poor progress since the last inspection. Not enough is done to keep children safe and help them to make progress in their learning. The committee and manager have a poor capacity to drive improvement.
- The manager and staff do not receive support to fulfil their roles. There is no named deputy, and not all committee members are suitably checked, as required.
- Staff deployment, risk assessment and supervision of children are ineffective. The provider failed to notify Ofsted of significant events that compromised children's safety.
- Staff do not take adequate care to promote children's well-being. Children's dietary requirements are not met and drinking water is not readily accessible to meet their needs.
- Staff do not foster children's self-esteem or manage children's behaviour consistently.
- The key-person arrangements are ineffective and staff fail to work effectively in partnerships with parents and other professionals to meet children's individual needs.
- Teaching fails to meet children's needs. The experiences of disabled children, those with special educational needs, and those learning English as an additional language are poor and they do not make the progress they should.

It has the following strengths

- Children play outdoors daily. They have regular fresh air and exercise.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We intend to take steps to suspend registration and will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ implement effective induction and monitoring procedures to ensure that all staff, including the manager, are suitable to fulfil the requirements of their roles, and understand their responsibilities	12/04/2016
■ monitor ongoing staff practice effectively and give staff good opportunities to discuss and address any issues concerning children's development or well-being, and provide coaching to improve their personal effectiveness	12/04/2016
■ ensure there is a named deputy manager who is capable and qualified to take charge in the manager's absence	12/04/2016
■ implement effective systems to ensure committee members who make up the registered person are suitable to do so	12/04/2016
■ ensure that staffing arrangements and deployment meet the needs of the children and that children are adequately supervised to ensure their safety	12/04/2016
■ ensure that staff conduct regular risk assessments in order to identify hazards and minimise risks to children's safety	12/04/2016
■ act on information from parents and carers about children's dietary needs to ensure that their health and safety are not compromised	12/04/2016
■ ensure fresh drinking water is available and accessible at all times	12/04/2016
■ use appropriate methods to manage children's behaviour that do not have an adverse effect on children's well-being, and allow them to understand what and why particular behaviour is unwanted	12/04/2016
■ ensure that the key-person system is effective, so that staff know their key children well, including any information pertaining to additional medical, dietary or home language requirements, and that children's care is tailored to meet their individual needs	12/04/2016
■ implement effective arrangements that have regard for the Special Educational Needs (SEN) Code of Practice, to support disabled children and those who have special educational needs	12/04/2016

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

	Due Date
■ ensure that staff use observation and assessment effectively to accurately identify and plan for the next steps in children's learning	12/04/2016
■ improve the quality of teaching and interactions with the children to ensure that children have good-quality learning experiences and become motivated learners	12/04/2016

- consider the individual needs, interests and stage of development of each child and use this information to plan a challenging and enjoyable experience that covers all of the areas of learning and development 12/04/2016
- ensure an effective two-way flow of information takes place between staff, parents, and any relevant professionals, to promote continuity of children's care and support for their learning. 12/04/2016

Inspection activities

- The inspector observed children during activities indoors and outdoors.
- The inspector looked at samples of children's assessment folders and records, and a range of other documentation.
- The inspector spoke with the staff, children and parents at appropriate times throughout the inspection.
- The inspector met with the chairperson and the manager, and spoke to a representative from the local authority.
- The inspector carried out a joint observation with the manager.

Inspector

Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff do not supervise children effectively. Children's welfare is compromised as they are at risk of injuring themselves, or being injured by others. The provider is unaware of the requirement to notify Ofsted of a significant event. For example, they failed to report that a child left the setting unsupervised, and another sustained an injury that required hospital treatment. Both incidents were a result of poor supervision and risk assessment. Suitability checks for all committee members have not been completed. The induction procedure does not ensure new staff know their responsibilities. The manager does not have the leadership skills required for her role. She makes inaccurate assessments of the quality of teaching and fails to tackle ongoing staff underperformance. She has not addressed the actions set at the last inspection and there are now further breaches of statutory requirements. Ineffective monitoring has led to a further decline in practice.

Quality of teaching, learning and assessment is inadequate

Despite being qualified, staff lack the necessary teaching skills. Assessments are inaccurate and fail to identify where children are in their learning. Poorly planned activities do not take account of children's interests or learning needs. Staff do not help children to learn with purpose. More-able children are not challenged and they comment that they are bored. Less-confident speakers make poor progress in their communication skills. Staff rarely take the time to talk to them and do not help those children learning English as an additional language to develop the English language skills they need in readiness for school. On occasions, staff do not listen to children. Some confuse children with others, calling them by incorrect names, and wrongly assessing their needs. This has a detrimental effect on children's feelings of self-worth. Staff overlook children who need extra support. Often, children are left to their own devices and their behaviour deteriorates. Staff do not work with parents to share useful information about children's learning, and to help target gaps in children's development. Support arranged for disabled children and those with special educational needs is poorly targeted. This has a negative impact on children's progress and enjoyment of their play.

Personal development, behaviour and welfare are inadequate

The key-person system is ineffective. Staff do not know enough about children's specific health or medical needs, including any allergies. Children's behaviour interrupts the play of other children and is often unsafe. For example, they take risks as they climb on furniture to reach toys. Staff fail to respond adequately and do not guide children to play safely. Staff do not give clear messages about behavioural expectations and sometimes make inappropriate comments about them. They do not manage unacceptable behaviour appropriately; staff place children in isolation with limited explanation. Children have few opportunities to develop independence or follow their interests. For example, when children select a game, staff pack it away, spoiling their play. Staff do not identify risks and fail to supervise children adequately, particularly in the garden. For example, during the inspection children attempted to ride small bikes down the slide, unnoticed. Staff did not adequately supervise children during a weaving activity. Children tripped over the

fabric, injuring themselves. The manager fails to ensure that children can access drinks as required. Children go for long periods without being offered a drink and staff do not always respond when children complain of being thirsty.

Outcomes for children are inadequate

Children do not make sufficient progress from their individual starting points, particularly disabled children, those who have special educational needs, or who are learning English as an additional language. Children do not acquire the skills they need for their future learning and are ill-prepared for their move to school.

Setting details

Unique reference number	134001
Local authority	Oxfordshire
Inspection number	1032586
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	3 - 5
Total number of places	24
Number of children on roll	34
Name of provider	Our Lady's Playgroup Committee
Date of previous inspection	12 November 2015
Telephone number	01865 749629

Our Lady's Pre-School registered in 1992. It is based in a rear classroom of Our Lady's Catholic Primary School in Cowley, Oxford and accessed via the school. The pre-school is open each weekday during term time from 8.30am to 11.30am, and 12.15pm to 3.15pm. There are four staff employed and they all hold relevant early years qualifications. The pre-school receives funding for the provision of free early education for children aged 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.

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