

Hedca Pre-School

Coombe Road, Gosport, PO12 4JB



Inspection date

17 March 2016

Previous inspection date

23 September 2010

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The manager has not followed their recruitment procedures for all staff. Although all staff hold enhanced Disclosure and Barring Service (DBS) checks, the manager does not seek additional references to ensure the procedures are robust and that all staff are suitable. This is also a breach of the requirements of the Childcare Register.
- Staff do not always monitor children's involvement in activities, to enable them to adapt and extend their learning more effectively to take full advantage of all learning opportunities.
- At times, staff complete tasks for children that they are capable of doing for themselves.

It has the following strengths

- The manager reflects on ways to improve the pre-school and involves parents and children in this process. For example, she uses information from parent questionnaires and speaks to children to ask their opinion.
- Staff have good partnerships with parents. They encourage them to be involved in their children's learning and seek information about what children like to do at home. Staff use this knowledge to plan activities and help children make good progress.
- Children are excited to take part in physical activities. For example, they take part in dancing and take full advantage of outside space to play games with friends.
- Staff have forged good links with staff at the local school; they arrange visits prior to children moving up to familiarise them with the environment.

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

- | | |
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| ■ implement the recruitment and vetting procedures effectively to ensure that all staff working with children are suitable to fulfil the requirements of their roles. | 31/03/2016 |
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To further improve the quality of the early years provision the provider should:

- monitor children's involvement in activities more closely to enable staff to adapt, extend or change them, maintain children's interest and provide even more opportunities for learning
- provide children with more opportunities to be independent and manage tasks for themselves throughout the day.

Inspection activities

- The inspector spoke to parents and children about their experiences at the pre-school.
- The inspector viewed safeguarding policy documents and discussed procedures followed with the manager.
- The inspector observed staff and children interacting during activities.
- The inspector discussed with staff how they plan activities for children.

Inspector

Julie Bruce

Inspection findings

Effectiveness of the leadership and management requires improvement

The manager monitors children's progress to ensure that any requiring additional support are provided with the most appropriate help. For example, she tracks their development closely and regularly discusses children's progress with staff. Although all staff hold DBS checks, the manager has not implemented the recruitment procedures for new recruits by checking all aspects of their suitability. Staff are secure in their knowledge about how to keep children safe and know how to respond if they have concerns about a child's welfare. Safeguarding is effective. Staff receive good support through regular meetings with the manager. Staff value the opportunities for continued training to improve their knowledge to enable them to provide positive outcomes for children.

Quality of teaching, learning and assessment is good

Children have access to a wide range of resources in a bright welcoming environment. Staff and children have good-quality interactions during play and children talk to staff about their home life. Staff have very good methods of observing children during their play. They use these observations to accurately assess levels of development and plan for the next steps in each child's learning. Staff always share the children's progress with parents. For example, parents are invited to attend termly meetings with their children's key persons. Staff encourage children to learn about other communities through a range of activities. For example, children learnt about St Patrick's Day and made cards to take home for their parents and carers.

Personal development, behaviour and welfare require improvement

The breach of requirements in relation to recruitment does not have a significant impact on children's welfare, due to the nature of staff deployment. Staff generally encourage children's independence well. For example, children put on their own coats to go outside. However, sometimes staff are too quick to complete tasks for children they can do alone, rather than encouraging their greater independence. Staff encourage children to talk about why and how they can keep their bodies healthy, to promote their good physical development.

Outcomes for children are good

Children of all abilities, including those learning English as an additional language, make good progress. They are confident and form good social links, preparing them for their next stage of learning. Children have good relationships with staff and happily approach them for support when they need it. They move confidently move around the setting and choose resources freely. Children behave well and respond well to instructions. They work well together, respect each other and take turns.

Setting details

Unique reference number	109812
Local authority	Hampshire
Inspection number	839635
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	52
Number of children on roll	68
Name of provider	Hardway & Elson District Community Association Committee
Date of previous inspection	23 September 2010
Telephone number	0239 2588023

HEDCA Pre-School is a committee-run pre-school. It registered 1996 and operates within the HEDCA Community Centre, which is situated in Gosport, Hampshire. The pre-school is open Monday to Friday during term time from 8.30am to 3.30pm. There are 13 members of staff who work at the pre-school. Of these, one member of staff holds a level 4 qualification and the majority of staff hold level 3 qualifications. The setting receives government funding for children aged two, three and four years.

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