

Herga Opportunity Playgroup

Northolt Road Communal Hall, Northolt Road, South Harrow, Middlesex, HA2 0NR

Inspection date

26 April 2016

Previous inspection date

6 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 management committee has again failed in completing the process to notify Ofsted of a change of nominated person and committee members. They also fail to ensure that a suitable manager is always present. Staff supervision is poor. They do not fully understand their roles.
- Staff's understanding of safeguarding procedures continues to be weak. Not all staff can explain the possible signs of abuse and the steps to take should concerns arise.
- Partnerships with parents are not fully developed. There is limited information exchanged with them to promote the continuous support of children's needs.
- Assessments of children's skills are weak. Starting points and next steps in children's learning are not accurately identified by staff, who do not challenge them enough.
- Teaching is not effective. Activities are not purposely planned to narrow gaps in children's learning and development based on their interests. Staff are unable to explain how children's continuous learning is promoted.
- The key-person system is not effective. Key staff are not able to demonstrate how children's needs are always met, for example, when their key person is absent.

It has the following strengths

- Children learn the importance of keeping healthy. They independently manage their own hygiene needs, and enjoy nutritious snacks and outdoor play.
- Children learn about cultures and festivals, and to respect and accept each other. They play in small and large groups and develop their social skills well.

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
■ ensure all staff understand safeguarding policies and procedures, have up-to-date knowledge of safeguarding issues and are able to identify signs of possible abuse and respond in a timely and appropriate way	25/05/2016
■ develop procedures for regular staff supervision, coaching, monitoring and training to ensure that staff complete quality assessments and appropriate learning experiences for children	25/05/2016
■ maintain a regular two-way flow of information with parents about children's actual skills, interests and learning needs and use this information as part of the assessment process and continuous support for children	25/05/2016
■ improve the key-person system so that relevant information is shared amongst staff about children's needs to ensure that children are supported at all times, even in the absence of their key person	25/05/2016
■ ensure that there is always a named deputy present in the manager's absence, who is capable and qualified.	25/05/2016

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

	Due Date
■ develop staff's competence in completing assessments of children's skills to ensure that children's levels of achievements, starting points and next steps in learning are accurately identified	25/05/2016
■ develop procedures for the planning of activities to ensure that children's interests and next steps in learning are purposefully used to tailor teaching to their individual needs	25/05/2016
■ plan a challenging and enjoyable experience for each child in all of the areas of learning and development and implement this through a mix of adult-led and child-initiated activity.	25/05/2016

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 conducted evaluations of activities with the manager.
- The inspector held meetings with the manager and discussions with staff. She looked at relevant documentation, such as evidence of the suitability of staff, their qualifications and training.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

Inspector

Karinna Hemerling

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. The management committee has again failed in completing the process to notify Ofsted of a change of nominated person and manager. There is evidence of staff's suitability, training and qualifications. However, a suitable manager or deputy is not present at all times and children are at risk. Staff participate in safeguarding training. However, they are unclear about the procedures to follow should they have a concern about a child in their care. Staff risk assess play areas and supervise children. However, their practice and teaching are not effectively supervised by the managers and they do not fully understand their roles. There are links with outside professionals involved with children. The majority of staff are suitably qualified. However, assessments and planning procedures in place to support children's individual needs at the playgroup are weak.

Quality of teaching, learning and assessment is inadequate

Staff do not understand how to assess children's development and use that to plan to meet their learning needs. Some activities are not effectively planned because they are not focused on promoting children's skills. Some staff have inappropriate expectations of children. For example, they ask them to list and recognise written words beginning with a particular letter. Children do not understand what is expected from them, easily lose interest and walk away. Staff's interactions with children during play do not always promote their learning. For example, children observe and talk to each other about pigeons. They ask staff questions about pigeons but receive no reply from staff, who dismiss their inquisitiveness and instead invite children to play with ride-on toys. Learning opportunities are missed and children's progress is insufficient.

Personal development, behaviour and welfare are inadequate

Settling-in sessions are offered and planned according to children's emotional needs. Parents are introduced to their children's key person and they share relevant information with them about children's care needs on entry. However, the key-person system is not fully developed as there is limited exchange of information with parents about children's ongoing learning. Additionally, there is no procedure to ensure the needs of children are met in the absence of their key person. Children learn to keep safe and follow the playgroup's rules. Staff praise their achievements and they behave well.

Outcomes for children are inadequate

Children enjoy access to toys and resources that promote the areas of learning. Children enjoy books, for example, about the lifecycle of plants. They take part in daily singing sessions and learn popular nursery rhymes. However, teaching is not challenging as not all staff know how to identify and promote children's next steps in learning. Records show significant gaps in children's progress, including children who speak English as an additional language and those who have special educational needs or disability. Children are not effectively prepared for school.

Setting details

Unique reference number	509003
Local authority	Harrow
Inspection number	1032680
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	2 - 5
Total number of places	24
Number of children on roll	36
Name of provider	Herga Opportunity Playgroup Committee
Date of previous inspection	6 November 2015
Telephone number	07950 265078

Herga Opportunity Playgroup was registered in 1993. The playgroup employs nine members of childcare staff, eight of whom hold appropriate early years qualifications at level 2 and 3. The manager holds a relevant degree at level 6. The playgroup opens from Monday to Friday with sessions from 9.15am to midday and 1pm to 4pm, term time only. It provides funded early education for two-, three- and four-year-old children. The playgroup supports children who have special educational needs or disability and children who speak English as an additional language.

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