

Bircotes Pre-school

H&B Children's Sure Start Centre, Town Hall, Scrooby Road, Harworth, DONCASTER,
South Yorkshire, DN11 8JP



Inspection date	6 June 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The management team has a poor understanding of their responsibility to liaise with Ofsted where there is a significant event that may affect the suitability of staff.
- Systems to review and ensure the ongoing suitability of staff are not robust enough.
- The current arrangements for staff supervision and appraisals do not effectively address any underperformance or monitor and improve personal effectiveness.
- The management team fails to monitor and evaluate the pre-school's provision effectively. Policies lack essential information, which means that staff do not always have access to secure information to support their safeguarding knowledge.
- Staff do not always use observations of children's progress, in order to identify their level of achievement as precisely as possible, to plan for rapid progress in their learning.

It has the following strengths

- Children of all ages are confident. They enthusiastically join in and show good levels of concentration during group-time activities.
- Parents are very positive about the pre-school and the staff. They comment that their children are happy and make sound progress. Staff encourage parents to contribute towards their child's learning. Parents share information about their children's achievements at home.
- Staff acknowledge children's home cultures extremely well. Children learn to count in German. They gain positive attitudes to others as they learn about the lives of people who are familiar to them.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ improve understanding of what should be notified to Ofsted and other relevant agencies where there are any significant events that may affect the suitability of any member of staff 	22/07/2016
<ul style="list-style-type: none"> ■ improve the systems to review the suitability of staff and ensure they understand their responsibility to report any changes that may affect their suitability to work with children, or may disqualify them from working with children 	22/07/2016
<ul style="list-style-type: none"> ■ review safeguarding policies and procedures and improve knowledge and awareness, in particular, of how to respond in a timely way to inappropriate behaviour displayed by staff and the sharing of unsuitable images 	22/07/2016
<ul style="list-style-type: none"> ■ put in place appropriate arrangements for the supervision of staff to monitor underperformance and improve personal effectiveness. 	22/07/2016

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

- use the information gained from observation more consistently, so that planned activities are always sharply focused on children's next steps in learning, and improve the potential for children to make rapid progress in their learning and development.

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 and provider. She looked at relevant documentation, such as the pre-school's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.
- The inspector spoke to children at appropriate times throughout the inspection.
- The inspection was carried out following a risk assessment process, when concerns were raised about the provision.

Inspector

Jane Tucker

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The management team does not fully understand about what types of significant events, relating to the suitability of staff, need to be notified to Ofsted. Recruitment procedures lack rigour. The manager is not obtaining sufficient information from staff on an ongoing basis to ensure that they remain suitable to care for children. Policies are not reviewed as and when changes occur, and some lack essential information. Procedures to support staff and ensure that they have a secure and confident knowledge of their safeguarding role and responsibilities are not effective. Staff have regular supervisions and appraisal meetings. However, staff's personal effectiveness is not monitored well enough, and solutions to address issues as they arise are not part of these arrangements. Self-evaluation does not identify the key weaknesses in the pre-school. Partnerships with other services, such as family support workers, are well developed and help staff to provide appropriate support for children's learning.

Quality of teaching, learning and assessment is good

All staff are qualified and attend appropriate training to raise the quality of their teaching. Staff promote children's early understanding of mathematics through everyday routines and a range of activities. Older children begin to recognise numbers hidden in the sand tray. They find pictures of dinosaurs with long necks, and learn language to describe position and size, such as big, under and over. Children thoroughly enjoy outdoor play. They use their imagination and enhance their physical skills. Children's literacy skills are promoted well. They enjoy listening to stories and can recall events. Children make marks on paper, and are beginning to recognise the letter sounds they hear at the beginning of their own name.

Personal development, behaviour and welfare are inadequate

Children's welfare cannot be assured as the procedures to ensure suitability of the staff and management of the pre-school, are not sufficiently robust. Staff get to know children and families well through their effective settling-in procedures. Children show they have strong emotional bonds with staff and enjoy their company in their play. Staff manage children's behaviour in a supportive manner. Children are confident to explain how they got the stamp on their hand for listening well. Staff follow children's interests and identify the learning potential in their self-chosen activities. They teach children about nutritious food options as children pretend to cook meals in the pretend mud kitchen. Children develop appropriate social skills and table manners. They take turns pouring drinks and sing songs that help them to remember to say please and thank you. Children develop some important skills that prepare them emotionally for their move on to school.

Outcomes for children are good

The manager monitors children's progress to ensure that all groups of children are making at least expected progress. Where children are not reaching expectations, targeted support is put in place to help narrow any gaps in achievement as quickly as possible. Children develop some of the key skills they need for their future education.

Setting details

Unique reference number	EY493771
Local authority	Nottinghamshire
Inspection number	1052513
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	2 - 4
Total number of places	30
Number of children on roll	40
Name of registered person	Bircotes Pre-school Committee
Registered person unique reference number	RP522545
Date of previous inspection	Not applicable
Telephone number	07579007205

Bircotes Pre-school was registered in 2015. The pre-school employs eight members of childcare staff. All staff hold appropriate early years qualifications at level 2 or above. The pre-school opens Monday to Friday, term time only. Sessions are from 9am until 3pm. The pre-school provides funded early education for two-, 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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