

# Mighty Oak Trees, Dunmow St Mary's

DUNMOW ST MARYS PRIMARY SCHOOL, High Stile, Dunmow, CM6 1EB



<b>Inspection date</b>	12 July 2016
Previous inspection date	8 May 2014

	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
<b>The quality and standards of the early years provision</b>	Previous inspection:	Requires Improvement	3
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is inadequate

- Children's safety is compromised as arrangements to prevent unauthorised persons from entering the premises are not secure.
- The organisation and routines of some parts of the sessions interrupt children's activities and detract from their enjoyment and engagement in their play for a sustained period of time.
- The procedures to monitor staff's professional development are in their infancy. The manager has not used sharply focused observations and assessments of staff performance to raise the quality of the interactions with children further.

### It has the following strengths

- The management team and staff have made some positive changes since the last inspection. The previous action and recommendations have been addressed.
- Children have formed secure attachments with the staff team, which helps them to feel emotionally secure. Frequent praise and encouragement as they play promotes their confidence and self-esteem.
- Staff are proactive in developing secure links with the host school children attend. They share relevant information with teachers which helps to ensure children's individual needs are met.

## 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 effective measures are put in place to prevent unauthorised persons from entering the premises. 01/09/2016

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

- review the daily organisation and routines of the sessions to build on children's opportunities to be more engrossed and involved in their play experiences
- strengthen the arrangements for monitoring the performance of staff so they are supported even further in their professional development.

### Inspection activities

- The inspector spoke to members of staff, parents and children at appropriate times during the inspection.
- The inspector observed children and staff during a range of activities in the indoor and outdoor areas.
- The inspector held discussions with the proprietor of the setting and with the manager.
- The inspector conducted a joint observation with the manager.
- The inspector held a meeting with the manager. She looked at relevant documentation, such as the setting's self-evaluation and evidence of the suitability of staff working in the setting.

### Inspector

Tina Mason

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are not effective. The provider has not taken sufficient action to minimise the risk of unauthorised adults entering the premises. Staff do not always ensure that the external door leading directly into the playroom is secure. Staff are, however, aware of the known signs and symptoms of abuse and neglect. They know the procedures to follow should they have to report any child protection concerns. There are appropriate systems in place to check that staff are suitable to work with children. The management team uses induction procedures and carries out staff supervision sessions routinely. This helps the staff team understand their roles and responsibilities. However, the newly appointed manager does not currently have robust systems in place to build on and strengthen professional development even further. The manager understands the areas that need to be improved and is working on plans to make improvements. Staff communicate effectively with the host school from which children attend. They discuss any concerns raised during the day, enabling them to pass information on to parents. Parents are very complimentary about the quality of experiences offered to their children.

### **Quality of teaching, learning and assessment requires improvement**

The staff team demonstrates an awareness of how to support children's play and enjoyment as they build on their learning in school. Staff complete observations of young children's play and progress and talk with them about their interests. However, the current arrangements for snack time take up a significant period of time from the session. On the day of the inspection this took almost an hour and many children were seated for some time waiting for their food. This limits the time children have to select and participate in their chosen activities. Children play cooperatively together and invite others into their play. Staff join in with children's games and play alongside them, offering new ideas and suggestions to extend children's thinking further. Children enjoy taking part in games, such as pool and football. They explore the texture of cornflour and water mixed together. They talk to the staff team about how it feels as they make marks in the cornflour using their fingers. The club environment supports children's growing independence. Children can choose what they want to do and who they want to play with.

### **Personal development, behaviour and welfare are inadequate**

Weaknesses in leadership and management have a negative impact on children's welfare. Staff are not always vigilant in monitoring the entry of adults to the club, particularly once the school has closed for the day. In other respects, children are well mannered, kind and often display good cooperative skills when playing together. Staff are positive role models and they effectively manage children's behaviour. Personal care practices are sound and children display growing levels of confidence and independence. The manager has established good relationships with the school the children attend. This helps to promote continuity of children's care, interests and skills. Children have daily opportunities for exercise and fresh air. Food provided is healthy, well balanced and nutritious to promote children's physical development and encourage healthy eating habits.

## Setting details

<b>Unique reference number</b>	EY472759
<b>Local authority</b>	Essex
<b>Inspection number</b>	1041564
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	4 - 11
<b>Total number of places</b>	32
<b>Number of children on roll</b>	60
<b>Name of registered person</b>	Mighty Oak Trees Childcare Ltd
<b>Registered person unique reference number</b>	RP901327
<b>Date of previous inspection</b>	8 May 2014
<b>Telephone number</b>	07800593118

Mighty Oak Trees, Dunmow St Mary's was registered in 2013. The club opens Monday to Friday during term time only. Sessions are from 7.45am to 8.45am and from 3.15pm to 6pm. The club employs five members of childcare staff. Of these, two hold appropriate play work or early years qualifications at level 3.

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