

Little Lambs Pre-School

Christian Gray Hall, Albert Road, Belvedere, Kent, DA17 5LJ



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| Inspection date | 1 February 2017 |
| Previous inspection date | 1 May 2013 |

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|---|-------------------------|-------------------|----------|
| | Previous inspection: | Good | 2 |
| 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 provider has failed to ensure that the safeguarding policy and procedures are up to date and in line with the Local Safeguarding Children Board guidance. She has not ensured that all staff understand and implement the safeguarding policy and procedures effectively. Children's welfare and safety are compromised.
- The provider does not ensure that the manager and staff know what to do in relation to any allegation being made against a member of staff, and that they are aware of how to report a concern about the practice of another member of staff effectively.
- Staff do not have sufficient knowledge of what action to take to report a concern about a child's welfare. They have some understanding of the indicators of concern, but do not know the possible signs that a child may be at risk from extremist views.
- The provider does not monitor the ongoing suitability of staff effectively. Staff do not know the importance of declaring relevant information that may affect their ongoing suitability to work with children. Self-evaluation does not identify all weaknesses.
- The manager fails to maintain all required records. She does not ensure staff obtain prior written parental consent to administer medication, placing children at further risk.
- The provider fails to ensure all staff, including the manager, have appropriate support and supervision to reinforce their understanding of their roles and responsibilities.

It has the following strengths

- Children make good progress and have a varied range of learning opportunities.

What the setting needs to do to improve further

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

| | Due Date |
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| <ul style="list-style-type: none"> ■ ensure that the safeguarding policy and procedures are in line with the Local Safeguarding Children Board guidance and that these include what to do in the event of an allegation being made against any member of staff, and the procedures for staff to follow to report any concerns about another member of staff's practice to the appropriate authorities | 17/02/2017 |
| <ul style="list-style-type: none"> ■ train all staff to understand and implement the safeguarding policy and procedures effectively, including the appropriate steps to take to report any child protection concerns, and ensure that all staff have an up-to-date knowledge of protecting children from any emerging safeguarding issues, including extremist views | 17/02/2017 |
| <ul style="list-style-type: none"> ■ implement effective systems to ensure the ongoing suitability of staff, making sure that all staff know they must share any information that may affect their suitability to work with children, and that this takes into account disqualification by association | 17/02/2017 |
| <ul style="list-style-type: none"> ■ ensure that the policy relating to administering prescribed and non-prescribed medicines to children is clear about which staff members are permitted to administer medication; and ensure that all staff understand and follow the medicine procedures effectively, including obtaining written parental authorisation for each particular medicine before administration | 17/02/2017 |
| <ul style="list-style-type: none"> ■ implement effective supervision arrangements for all staff who have contact with children and families, including the manager, so that each member of the staff team receives appropriate support and coaching to ensure they are clear about their roles and responsibilities to maintain children's safety and well-being at all times. | 17/02/2017 |

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

- make effective use of self-evaluation to identify all weaknesses in practice, close gaps in professional knowledge and rectify all breaches in requirements to improve the quality of the provision.

Inspection activities

- The inspector talked with the manager, staff, parents and the children at various times during the inspection.
- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector sampled a range of documentation, including records relating to children and staff, and other relevant documentation.
- The inspector undertook a joint observation of a planned activity in the outdoor area with the manager.
- The inspector had discussions with the manager and her deputy about policies, procedures and methods of assessing and planning for children's progress.

Inspector

Joanna Wilkinson

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff understand some of the signs and symptoms of concern for a child's welfare. However, they are not clear about how to report a concern or the possible indicators that a child may be being exposed to extremist views. The provider does not ensure the safeguarding policy is up to date and includes an explanation of what to do in the event of an allegation being made against a member of staff. Staff are not clear about the safeguarding procedures or how to report a concern about another member of staff. The provider makes appropriate checks to assess staff's suitability to work with children, which includes obtaining Disclosure and Barring Service checks and verifying their identities. However, the provider does not monitor staff's ongoing suitability for their roles. She has not informed staff that they must declare any changes that may affect their suitability, including becoming disqualified by association. The manager does not ensure staff adhere to the medication policy, in relation to administering prescribed and non-prescription medicines to children. She has failed to ensure staff obtain prior written parental consent before administering any medicine to a child. This places children at risk from an additional or incorrect dosage and fails to support their well-being adequately. The provider does not monitor the quality of the provision effectively to identify and remedy all weaknesses in practice. She does not ensure all staff, including the manager, have appropriate support and supervision to reinforce their understanding of their roles and responsibilities. The manager and deputy oversee the delivery of the educational programme effectively. They monitor children's progress and support staff to undertake appropriate training to enhance their teaching skills and improve outcomes for children.

Quality of teaching, learning and assessment is good

Staff complete accurate observations and assessments and use these effectively to plan for and support each child's learning. Children practise their early writing skills. They handle and use pens and pencils with growing confidence. Children develop their creative and imaginary skills enthusiastically. For example, they pretend to cook, dress up and build habitats for their jungle animals. Staff support children's communication and language skills effectively. For example, staff explain how some words rhyme and are similar in their pronunciation. Children take part in story sessions, confidently handling props as they get involved and contribute to telling the story.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding mean that children's welfare and safety cannot be assured. Children behave well, learn to respect others and are kind to each other. They settle well and form secure attachments with their key person and other staff. Children enjoy being physically active in the fresh air and receive nutritious snacks. Partnerships with parents are established. Parents express the view that their children are happy to come to the pre-school and that they find staff are welcoming and approachable.

Outcomes for children are good

All children, including those who have special needs, are well prepared for their next stage in learning and for school. Children's literacy skills develop well. For example, older children recognise the letters that form their name and register their own attendance each day. Children learn to concentrate and develop their mathematical skills. For example, they count the bricks they need to build and construct towers.

Setting details

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| Unique reference number | EY390474 |
| Local authority | Bexley |
| Inspection number | 1062260 |
| Type of provision | Sessional provision |
| Day care type | Childcare - Non-Domestic |
| Registers | Early Years Register |
| Age range of children | 2 - 4 |
| Total number of places | 40 |
| Number of children on roll | 72 |
| Name of registered person | Louise Murphy |
| Registered person unique reference number | RP907191 |
| Date of previous inspection | 1 May 2013 |
| Telephone number | 07551711042 |

Little Lambs Pre-School re-registered in 2009 and is located in Belvedere, Kent. The pre-school is open term time only from 9.15am to 3pm on Monday, Wednesday, Thursday and Friday and from 12.30pm to 3pm on Tuesday. There are nine members of staff employed; of these, eight staff hold relevant early years qualifications ranging from level 2 to level 5. The provider is in receipt of funding for the provision of free early education for children aged two, three and four years.

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