

<b>Inspection date</b>	7 February 2017
Previous inspection date	29 October 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	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 management team has not obtained an enhanced Disclosure and Barring Service check for all staff and committee members who work directly with children. This compromises children's safety.
- The management team has failed to record information about staff vetting and suitability processes that have been completed. This compromises children's welfare.

### It has the following strengths

- Teaching is good. Staff provide very effective support which is tailored to meet each child's individual needs. They carefully monitor their development and plan targeted activities to help them make very good progress.
- Partnership working is good. A two-way flow of information is shared with parents, other providers and relevant professionals. Children benefit from good continuity in their care and learning between all those involved in their lives.
- The staff team is dedicated, passionate and reflective. It is committed to providing good quality childcare. The team regularly reflects on practice and identifies areas for improvement. It takes comments from parents and staff into account, in order to continually move forward with its practice.
- Children develop warm bonds with their key person. These help them feel settled, secure and ready to learn.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ ensure that an enhanced Disclosure and Barring Service check is obtained for every member of staff who works directly with children to ensure their welfare at all times	21/02/2017
■ ensure that information regarding staff suitability is recorded for all staff and committee members to promote children's safety at the provision.	21/02/2017

### 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 spoke with staff and children during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the management team. She looked at relevant documentation and evidence of the suitability of staff working in the provision.
- The inspector spoke to a number of parents during the inspection and took account of their views.

### Inspector

Jemma Hudson

## Inspection findings

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

Safeguarding is ineffective. The management team has failed to undertake enhanced Disclosure and Barring service checks for some staff and committee members. Additionally, where some references and vetting checks have been undertaken, they have not consistently recorded information relating to these. This does not ensure that staff are suitable to work with children. Despite this, staff know the procedures to follow should they have a concern about a child. The management team ensures staff participate in planned supervision meetings and appraisals. Staff benefit from regular team meetings, monitoring and training to continuously improve their practice. These have a positive impact on outcomes for children. Partnerships with local schools, other settings and external agencies are strong. Parents speak highly of the staff and the service that they provide. They are extremely happy and say that the support they have received from the provision has been invaluable.

### **Quality of teaching, learning and assessment is good**

Teaching is good. Staff use a wide range of strategies and teaching methods to promote children's learning. Staff accurately assess children's stages of development and identify the support that they need. These enable them to provide children with a range of challenging and enjoyable learning experiences. Children are well supported during group-singing time. Staff use visual props to support children to make choices about which song they would like to sing and they model the actions. Staff skilfully pitch their language at children's individual level, using single words and short phrases to build on their understanding and encourage their development of speech.

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

Weaknesses in the processes for assessing staff's suitability do not protect children's welfare. However, children and families are well supported by the provision. The key-person system is effective. Staff have formed positive relationships with their key children and they know them very well. Staff are skilled in managing behaviour. They use a wide range of appropriate strategies that is tailored to meet the needs of each individual child. This means that behaviour in the provision is, generally, good and the atmosphere is calm. Children benefit from a large outdoor area. This means that they have regular access to fresh air and exercise, promoting their understanding of healthy lifestyle and helping to support their physical development.

### **Outcomes for children are good**

Children enjoy investigating and exploring the wide range of messy and sensory play opportunities within the provision. This promotes their communication development and supports their personal, emotional and social development. All children are making very good progress from their starting points. They demonstrate that they feel secure and confident in the provision, supporting further their learning and promoting their progress, providing a strong foundation for their future learning.

## Setting details

<b>Unique reference number</b>	EY300336
<b>Local authority</b>	Essex
<b>Inspection number</b>	1064691
<b>Type of provision</b>	Sessional 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>	0 - 17
<b>Total number of places</b>	24
<b>Number of children on roll</b>	602
<b>Name of registered person</b>	PARC (Essex)
<b>Registered person unique reference number</b>	RP910298
<b>Date of previous inspection</b>	29 October 2013
<b>Telephone number</b>	01376 528999

PARC (Essex) was registered in 2004. The provision operates for children who have special educational needs and/or disabilities. The provision employs 25 members of childcare staff. Of these, one holds an appropriate early years qualification at level 6, two at level 4 and 10 at level 3. The provision also employs two members of staff with early years professional status. Parc (Essex) holds under-five's sessions on Tuesdays, Thursdays and Fridays from 10am until midday. It also operates an after-school club, a youth club and a holiday club. The provision provides funded early education for two-, three- and four-year-old children.

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