

# Park Nursery and Pre School

Gloucester Road, Aldershot, Hampshire, GU11 3SL



<b>Inspection date</b>	23 March 2017
Previous inspection date	21 April 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Requires Improvement	3
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

- There have been several breaches of the safeguarding and welfare requirements. The manager has failed to share information and report concerns about children's welfare to relevant agencies. This puts children at risk of harm.
- Staff fail to effectively risk assess the environment. This has a significant impact on children's safety.
- Assessments to establish children's starting points are not completed for all children. Therefore, staff are unable to accurately identify the progress children make. The weaknesses in teaching and assessment have a significant impact on children's learning and development. Disadvantaged children do not do as well as other children of the same age.
- Staff fail to work closely with parents and other agencies. Staff do not share information effectively to ensure children make good progress, especially those with special educational needs and/or disabilities.
- Staff induction and supervision procedures are inadequate. The manager does not support staff to enable them to develop their skills further and improve practice.

### It has the following strengths

- Some staff demonstrate good teaching skills. Children show an eagerness to learn and engage well with the regular staff.
- Staff support children to behave appropriately and offer meaningful praise. Children interact positively with their peers.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ ensure all staff, including the designated lead person for safeguarding, understand the safeguarding policy and procedures and have up to date knowledge of safeguarding issues so they are able to identify signs and symptoms that a child may be at risk of harm</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ implement a safeguarding policy where procedures are robust and follow the guidance of the relevant local safeguarding children's board; with particular regard to recording and monitoring safeguarding concerns about children</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ ensure safeguarding policies and procedures are adhered to by all staff and concerns relating to children's safety and welfare are reported to the appropriate agencies without delay</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ ensure supervision arrangements for staff are effective in providing the support, coaching and training staff need to improve their practice and the quality of teaching</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ implement a robust induction for all staff to ensure they have sufficient knowledge and understanding of policies and procedures, with particular regard to; keeping children safe</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ ensure risk assessments are effective in identifying and minimising potential hazards and risks to children</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ review information sharing protocols to ensure children's needs are met by sharing all aspects of children's development with parents within appropriate time scales.</li> </ul>	03/05/2017

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

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ implement effective assessment procedures to ensure that assessments are a clear reflection of children's capabilities, in order to provide accurate information to parents and others involved in children's care</li> </ul>	03/05/2017
<ul style="list-style-type: none"> <li>■ develop the quality of teaching further, specifically to ensure that disadvantaged children achieve as well as their peers.</li> </ul>	03/05/2017

## Inspection activities

- The inspector spoke with parents, staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the nursery manager.
- The inspector held discussions with the nominated individual and manager about the leadership and management of the nursery.
- The inspector observed the quality of teaching and its impact on children's learning inside and outside.
- The inspector sampled a range of documentation, including children's records and planning, accident records, staff files and safeguarding procedures.

## Inspector

Paula Sissons

## Inspection findings

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

Safeguarding is not effective. The manager and staff do not have a secure enough knowledge of how to identify the indicators of potential harm to children. Procedures to share information between the manager, staff and agencies are ineffective. Some keyworkers are unaware of the welfare concerns that relate to children in their care. The manager was unable to provide evidence of safeguarding training for staff during the inspection. The manager has failed to identify and report safeguarding concerns to child protection agencies within appropriate timescales and children of concern are not effectively monitored. The manager monitors the quality of teaching with support from the Local Authority. However, insufficient supervision arrangements and low permanent staffing levels mean that coaching, training and regular opportunities to provide feedback are not in place to further improve the quality of teaching and assessment. This has an impact on children's welfare.

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

Some assessments of children on entry to the nursery are not completed. Therefore, staff are unable to accurately measure children's progress and ensure they meet the individual needs of children. Furthermore, concerns about individual children that may be falling behind in their learning are not shared with parents. The quality of teaching remains too variable. For example, during a playdough activity, staff failed to build on children's interest and extend their learning. The manager has introduced a new learning programme to the nursery. Activities are now planned using children's interests and staff's observations but this is not yet successfully embedded in practice. There has been some improvement in some aspects of teaching such as mathematical development and literacy. Some staff promote these during the day's activities. For example, staff add numbers to cars and car park spaces for counting and matching activities.

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

The breaches in the safeguarding and welfare requirements mean children's safety is compromised. Risk assessment completed by staff is not effective in identifying and minimising risks and the manager was asked to address some aspects of children's safety with immediate effect during the inspection. Children behave well; effective strategies are used to help children learn to share and take turns in their play and begin to understand the needs of others.

### **Outcomes for children are inadequate**

The manager is at an early stage of gathering information about the progress made by children and groups of children. The initial monitoring of children shows that too many children are not working at the levels expected for their age, especially those who are disadvantaged. This means that children are not well prepared for their next stage of learning or for the move on to school. Children have access to a wide range of resources and are eager to learn. Young children enjoy exploring water as they transport water from the sink to fill the water tray.

## Setting details

<b>Unique reference number</b>	110515
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	1073775
<b>Type of provision</b>	Full-time 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 - 4
<b>Total number of places</b>	42
<b>Number of children on roll</b>	65
<b>Name of registered person</b>	Hampshire County Council
<b>Registered person unique reference number</b>	RP526881
<b>Date of previous inspection</b>	21 April 2016
<b>Telephone number</b>	01252330933

Park Nursery and Pre-school registered in 2000. It is managed by Hampshire County Council. It operates from Park Children's Centre, which is situated in the grounds of Park Primary School in Aldershot, Hampshire. The nursery offers full day care from 8am to 6pm for 51 weeks of the year. The nursery has 12 full-time and part-time members of staff working with the children. Of these, ten hold relevant early years qualifications between level 3 and level 5. The manager holds a relevant early years qualification at level 4.

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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