

The Kindergarten (Salford Priors)



Salford Priors C E Primary School, School Road, Salford Priors, Evesham, Worcestershire, WR11 8XD

Inspection date	25 April 2017
Previous inspection date	19 March 2015

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 does not have a good enough understanding of what must be notified to Ofsted. She has failed to notify Ofsted of a significant change to her own health, as is required.
- The provider does not have effective systems in place to check the suitability of staff. She does not always obtain a Disclosure and Barring Service check. This does not keep children safe from harm.
- Not all records are easily accessible or available for inspection. Furthermore, some policies are not kept up to date. This specifically refers to staff suitability information, child protection and complaints procedures.
- The provider is not clear about what to do in the event of an allegation being made against a member of staff. Some staff are unclear about who they would report a safeguarding concern to should the provider fail to act on this.
- Staff are not supported well to understand their responsibilities. They do not benefit from enough professional development opportunities to help promote improvement.
- Self-evaluation is weak. The provider does not identify and take swift action to address any weaknesses to achieve and maintain good overall standards.

It has the following strengths

- Staff are good teachers. The environment is bright and well resourced. Children make good progress. They have fun and generally enjoy attending.

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
<ul style="list-style-type: none"> ■ develop a secure understanding of matters that must be notified to Ofsted 	12/05/2017
<ul style="list-style-type: none"> ■ ensure effective systems are place to check the suitability of staff, these must include obtaining a Disclosure and Barring Service check 	12/05/2017
<ul style="list-style-type: none"> ■ ensure all appropriate records are easily accessible and available for inspection, specifically evidence of the vetting and suitability checks that have been carried out 	12/05/2017
<ul style="list-style-type: none"> ■ ensure that an up to date written procedure for dealing with concerns and complaints from parents and carers is in place and keep a written record of any complaints and their outcome 	12/05/2017
<ul style="list-style-type: none"> ■ review the safeguarding policy and ensure it is in line with the guidance and procedures of the Local Safeguarding Children Board with specific regard to how and where to refer concerns, and with regard to the action to be taken in the event of an allegation being made against a member of staff 	12/05/2017
<ul style="list-style-type: none"> ■ support staff to fully understand all of their roles and responsibilities and ensure they benefit from professional development opportunities to help promote continuous improvement. 	12/05/2017

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

- reflect more carefully on the quality of the setting and identify and take swift action to address any weaknesses, to achieve and maintain good overall standards.

Inspection activities

- The inspector observed the quality of teaching during activities indoors. She assessed the impact this has on children's learning.
- The inspector completed a joint observation with the manager of the nursery.
- The inspector spoke to staff and held a meeting with the nursery manager.
- The inspector looked at relevant records, policies and documentation. This included evidence of the suitability of all staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Josephine Heath

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider has failed to notify Ofsted of a significant change to her health. Furthermore, the provider does not have effective systems in place to check the suitability of all staff. Although initially she carries out some recruitment checks, she does not always obtain a Disclosure and Barring Service check. Therefore, some staff have been working with children for an extended period of time without being appropriately vetted to do so. Furthermore, not all records are easily accessible and available for inspection. This specifically refers to evidence of the vetting and suitability checks that have been carried out. The provider and staff's knowledge of safeguarding policies is not good enough. The provider is not clear about the process she should follow in the event of an allegation being made about a member of staff. Furthermore, some staff are unclear about which agency they would report a safeguarding concern to should the provider fail to act. This is not helped by the fact that not all policies are well maintained. This specifically refers to child protection and also complaints procedures. Overall, children are not adequately protected from harm. The arrangements for the performance management of staff are not good enough. The provider generally observes staff's practice and provides them with feedback. This has a positive impact on the quality of teaching and learning. However, staff are not supported to fully understand all of their roles. This specifically refers to their safeguarding responsibilities. Although, most staff are qualified they do not consistently benefit from enough professional development opportunities to help promote continuous improvement. The provider has an unrealistic view of the quality of the setting. She does not reflect carefully enough to enable her to identify and take effective action to address all weaknesses to raise the overall standard.

Quality of teaching, learning and assessment is good

Staff routinely observe and assess children's learning. They make good use of what they know about children's abilities and interests to plan a range of activities and experiences that meets their individual learning needs. For example, children enjoy being creative and using their imaginations. Staff help them to use a range of construction materials to build both small and large-scale models. They support children to experiment with different resources. They ask questions and encourage them to think about what they are doing. Partnerships with parents, other providers and professionals are established. Children benefit from continuity in their care and education. The provider has a good overview of the progress children make. She uses this to ensure any children that require additional support benefit from the help they need to catch up. This helps ensure all children continue to develop well.

Personal development, behaviour and welfare are inadequate

Weaknesses within safeguarding practices compromise children's overall welfare and safety. Nevertheless, children's physical and emotional well-being are promoted in some ways. Staff are kind, caring and friendly. They get to know children and their families well. Children form positive relationships with staff. They are happy and settled. Staff sensitively meet children's individual care needs. They also teach children about the importance of

living healthy lifestyles, including eating well and adopting good hygiene routines. Staff remind children of the simple behaviour expectations and support them to continually behave well. Children listen to staff and follow instructions. Children learn about the importance of respect, tolerance and acceptance. Children are confident. They display good levels of self-esteem.

Outcomes for children are good

All children acquire the basic skills they need ahead of moving on to school. They are motivated to learn. For example, children are curious and keen to play and explore. They are beginning to develop their own ideas, make links in their learning and think deeply. Children are developing good communication, language and literacy skills. They can competently express their wants, needs or opinions. They enjoy looking at books, singing songs and using different media, such as play dough to experiment with making marks. Children are developing independence. Younger children can cooperate with care routines and older children learn to manage their care need for themselves. Children use good manners, learn to be kind to each other and play with others nicely. Older children also enjoy small responsibilities and like helping their teachers.

Setting details

Unique reference number	EY297174
Local authority	Warwickshire
Inspection number	1092158
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	2 - 11
Total number of places	20
Number of children on roll	30
Name of registered person	Sara Louise Malpass
Registered person unique reference number	RP512119
Date of previous inspection	19 March 2015
Telephone number	07778 898 996

The Kindergarten (Salford Priors) was registered in 2005. The nursery employs five members of childcare staff. Of these, four hold appropriate early years qualifications at level 2 and above. The manager holds a B.Ed (Honours) Degree in Education Studies and an Early Years Specialist Certificate. The nursery operates term time only. Sessions are available Monday to Thursday, from 8am until 6pm and Friday from 8am until 3.30pm. There is an optional playscheme available in the summer holidays only. The nursery provides funded early education for two-, three- and four-year-old children. The nursery provides support for children who have special educational needs and/or disabilities.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2017

