

# St Richard's Pre-School Playgroup

St. Richards Centre, 35 Forge Lane, Feltham, Middlesex, TW13 6UN



<b>Inspection date</b>	2 November 2017
Previous inspection date	11 July 2017

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

- Children's welfare is compromised. The manager and staff do not know how to recognise and report child protection concerns. Ofsted has not been able to assess the suitability of new committee members and the nominated individual.
- Children are at risk of harm. The management team does not ensure the premises are safe. Staff fail to assess all risks and do not minimise risks to children.
- The manager does not support staff or monitor the quality of teaching, which is weak. Staff do not monitor children's progress or plan suitably challenging activities. They do not complete the required progress check for children aged between two and three years or identify and address gaps in children's learning. Outcomes for children are poor.
- The key-person system is ineffective. The manager has made significant changes to most children's key person without considering the negative impact this has on their continuity of care and learning.
- The provider lacks the capacity to improve. Since the last inspection, many areas which have a significant impact on children's safety and learning continue to be areas of weakness. The manager is not being sufficiently supported by the provider to raise the overall quality of the setting.

### It has the following strengths

- Staff praise children to help build their self-esteem.

## 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 that the manager and staff understand the safeguarding policy and procedures to identify possible indicators of concerns and know how to report these to protect children's welfare</li> </ul>	23/11/2017
<ul style="list-style-type: none"> <li>■ provide Ofsted with required information, including changes to the committee, so it can complete all suitability checks</li> </ul>	23/11/2017
<ul style="list-style-type: none"> <li>■ make ongoing risk assessments to identify and minimise hazards to keep children safe and secure at all times</li> </ul>	23/11/2017
<ul style="list-style-type: none"> <li>■ provide staff with supervision and coaching, and monitor their practice to ensure they improve their knowledge and provide consistently good teaching that is tailored to each child's learning needs and raises outcomes for children</li> </ul>	30/11/2017
<ul style="list-style-type: none"> <li>■ ensure the key-person system meets children's individual needs and develops secure partnerships with parents.</li> </ul>	30/11/2017

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

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ monitor the progress made by different groups of children to identify and take action to quickly close any gaps in their learning and development</li> </ul>	30/11/2017
<ul style="list-style-type: none"> <li>■ complete the required progress check for children aged two years and share this with parents.</li> </ul>	30/11/2017

## **Inspection activities**

- This inspection was carried out following the risk assessment process.
- The inspector and the manager participated in a joint observation.
- The inspector spoke to staff and children.
- The inspector viewed a sample of documentation.
- The inspector observed staff and children playing indoors and outdoors.

## **Inspector**

Genevieve Mackenzie

## Inspection findings

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

Since the last inspection, the provider has not been able to demonstrate the ability to improve, placing children at significant risk. Safeguarding is not effective. For example, the manager does not know the procedure to follow if an allegation is made against a member of staff. The staff do not recognise possible child protection concerns, such as a disclosure of domestic violence or the mishandling of a child by a member of staff. The provider is not aware of their responsibility to notify Ofsted of changes to committee members, including the change of nominated person. Staff are not vigilant enough to minimise risks to children. For example, children accessed an unsupervised adjoining hall through an open door. Staff had not risk assessed this area and minimised risks to children, such as food and drinks left over from an event the evening before. The manager is not aware of the risks of leaving the large kitchen hatch open, which could allow others to have unsupervised access to the premises. Although the manager has taken some steps to evaluate the setting, these have not been effective.

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

Since the last inspection, the manager has not implemented systems to monitor and strengthen staff practice. Although she has identified some training for staff to attend, she is not always able to identify the impact of this training on children's learning.. Staff engage with children but do not challenge them sufficiently and they do not use all opportunities to promote children's learning. Staff assessments of children's progress are poor. Staff do not know children well enough to plan activities that will extend their individual learning. Staff do not complete the progress check for children aged between two and three years and therefore are unable to share this with parents. In addition, when staff identify gaps in children's learning, they do not communicate their concerns effectively with parents and do not plan activities to help children to meet their learning potential. However, staff have made some progress in developing how they communicate with children.

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

The key-person system is ineffective. For example, the manager changed most children's key person without informing parents, staff or children. As the change was so sudden, staff have been unable to hand over key information regarding children's development and well-being. Staff have struggled and are overwhelmed with the responsibilities that come with such a significant change. They have not been given enough time to reassess the children's progress and plan suitably challenging experiences for them. Children's individual needs are not met. However, staff do provide children with a well-resourced environment and children play well alongside their friends.

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

Children, including those who have special educational needs, are not given sufficient challenge to develop their skills and extend their learning. Although children play and access resources, their progress is poor and they are not ready for their next stage of development, including starting school.

## Setting details

<b>Unique reference number</b>	EY240093
<b>Local authority</b>	Hounslow
<b>Inspection number</b>	1116683
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	2 - 4
<b>Total number of places</b>	40
<b>Number of children on roll</b>	44
<b>Name of registered person</b>	St Richard's Church Committee
<b>Registered person unique reference number</b>	RP520834
<b>Date of previous inspection</b>	11 July 2017
<b>Telephone number</b>	07986784836

St Richard's Pre-School Playgroup registered in 2002. The pre-school is open weekdays from 9am to 3pm, during term time only. The pre-school receives funding for free early education for children aged two, three and four years old. There are 15 staff. Of these, eight staff, including the manager, hold a relevant qualification at level 3 and five staff hold a qualification at level 2.

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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