

Ashurst Drive Baptist Church Pre-School



Ashurst Drive Baptist Church Pre School, Ashurst Drive, Ilford, Essex, IG2 6QH

Inspection date	6 March 2018
Previous inspection date	13 October 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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Leaders do not implement effective procedures to ensure staff's ongoing suitability and do not understand the disqualification by association requirements.
- The provider failed to ensure that the relevant information about new committee members was sent to Ofsted to enable it to complete suitability checks.
- Staff fail to meet the requirements to carry out the progress check for children aged between two and three years.
- Supervision procedures and monitoring of staff practice is ineffective. Staff are not helped to improve the quality of teaching, complete precise assessments and to plan effectively to meet children's needs and interests.
- The staff do not always gather enough information from parents about what children already know and can do when they first start, to help inform planning.

It has the following strengths

- Children form close relationships with staff, which help to support their emotional well-being. Staff are good role models and are kind and caring towards the children. This helps children to develop a positive sense of belonging.
- Staff treat children fairly and with respect. They encourage children to share, take turns and use good manners. Children are happy and well settled.
- Staff build close relationships with parents. Parents are very complimentary about the pre-school and the staff.

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 knowledge and understanding of the disqualification by association requirements, and implement policies, so that staff understand their responsibilities, to declare any relevant information concerning members of their household 	26/03/2018
<ul style="list-style-type: none"> ■ ensure committee members complete the relevant documents to allow Ofsted to complete the appropriate checks 	26/03/2018
<ul style="list-style-type: none"> ■ ensure that the required progress check for children aged between two and three years is carried out 	26/03/2018
<ul style="list-style-type: none"> ■ ensure the quality of teaching is effectively monitored and take action to raise the overall quality, promoting children's interests and ensuring they make at least good progress in their learning 	26/03/2018
<ul style="list-style-type: none"> ■ ensure that staff make precise assessments of children's learning and use this information to identify relevant next steps to plan suitably challenging activities that help all children make good progress. 	26/03/2018

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

- gather more information from parents about what children already know and can do when they first start, to better support the initial planning process.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the effect this has on children's learning.
- The inspector spoke with children and practitioners during the inspection.
- The inspector completed a joint observation with the pre-school manager.
- The inspector held a meeting with the acting pre-school manager and nominated person. She looked at relevant documentation and evidence of the suitability of practitioners working in the pre-school.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Susan Riley

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are ineffective. Ofsted has not received any information from all members of the committee therefore, has not carried out suitability checks on these people. Leaders have not implemented appropriate procedures to check staff's ongoing suitability and have a poor understanding of the disqualification by association requirements. For example, they do not check whether staff live with someone who is disqualified from working with children. These issues have a significant impact on children's safety and well-being. Staff know the signs and symptoms of abuse and who to contact if they have any concerns about a child's welfare. The acting manager and staff undertake regular risk assessments to identify and minimise any hazards. Leaders do not offer an effective programme of support, training and coaching for staff. They do not swiftly identify and tackle underperformance, such as in the quality of teaching. Self-evaluation is ineffective, and the provider has not done enough to address all the weaknesses identified by their local authority support officer. Nevertheless, parents comment positively about the welcoming environment and staff group.

Quality of teaching, learning and assessment requires improvement

Staff request information from parents about children when they first start attending, mainly their care needs. Some systems are in place to engage parents in children's learning. However, staff do not ensure that the progress checks for children aged between two and three years are completed for children, to clearly identify where children may need additional support. Staff do not make precise assessments of what individual children already know, can do and enjoy. They know the children well, but they do not identify and plan for children's relevant next steps in learning. Staff support children's creative skills well. For instance, children enjoy exploring different tools as they play with the playdough. Staff provide a range of resources and activities that engage children in play-based experiences, and they concentrate well for their age. For example, children explore sand and practise their physical skills as they use spades to fill buckets. Staff sit alongside children as they play and encourage language as they talk with the children about what they are doing.

Personal development, behaviour and welfare are inadequate

Significant weaknesses in the leadership and management of the setting mean that children's welfare is not assured. Nevertheless, staff supervise children effectively and ensure they are safe. Children have strong relationships with staff and are confident and self-assured. They behave well and staff are positive role models. Staff remind children of the rules and support them to share and take turns with resources. They offer lots of praise and encouragement for children to support their confidence and self-esteem. Children enjoy a range of healthy snacks and drinks. Staff plan regular time outdoors for children to ensure they receive fresh air and physical exercise. They ensure that children follow good hygiene practices. For example, they remind them to wash their hands before they eat. Staff provide activities and resources that help children to develop an understanding of other people and the wider community.

Outcomes for children require improvement

Weaknesses in the quality of teaching and in the assessments have a negative impact on the progress children make. Nevertheless, children do make progress from their starting points on entry. However, they are not making better than expected progress. Children are happy, confident and enjoy their learning. Staff help children to develop the skills needed in preparation for their eventual move on to nursery or school.

Setting details

Unique reference number	128447
Local authority	Redbridge
Inspection number	1125587
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 - 4
Total number of places	40
Number of children on roll	25
Name of registered person	Ashurst Drive Baptist Church Committee
Registered person unique reference number	RP908679
Date of previous inspection	13 October 2015
Telephone number	02085547488

Ashurst Drive Baptist Church Pre-School registered in 1969. The pre-school employs five staff. Of these, three hold appropriate early years qualifications at level 3, one holds level 4 and one holds level 2. The pre-school opens Monday to Friday term time only. Sessions are from 9.00am to 3.00pm. The pre-school provides funded early education for two-, three- and four-year-old children.

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