

Little Polar Bear Pre-School

5th Colchester Scout Group, Queen Elizabeth Way, Colchester, CO2 8LT



Inspection date

16 April 2018

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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

- The provider has failed to inform Ofsted of a significant incident where a child was able to leave the premises unsupervised.
- The provider has not completed all the necessary suitability checks for new staff who are allowed unsupervised access to children.
- Confidential information relating to children and staff is not kept secure and readily available at all times as it is sometimes taken off site. The provider has not asked for permission from Ofsted to store records off site.
- Staff do not take all reasonable steps to ensure that children are able to play safely.
- Staff do not provide good-quality teaching or support children's developmental progress effectively. Staff do not ensure that their interactions with children are of a good quality to encourage all children to be motivated to play and learn.
- Staff do not manage children's unwanted behaviour in an appropriate way. They do not support children well enough to learn about what acceptable behaviour is or how to manage their own feelings and behaviour.

It has the following strengths

- Partnerships with parents are good. Staff keep them well informed about their children's day and learning.
- Children are happy and settled. They build good relationships with staff.

What the setting needs to do to improve further

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

	Due Date
■ complete all necessary checks for new staff to ensure that they are suitable to work with children	16/04/2018
■ ensure that confidential information relating to children and staff is kept readily available, secure and not taken off site without prior permission from Ofsted	16/04/2018
■ take necessary steps to ensure that the learning environment is safe for children	16/04/2018
■ improve the quality of teaching to provide children with sufficient challenge and motivation to learn and guide the development of their capabilities	16/07/2018
■ improve staff's understanding of how to manage children's behaviour, to help children learn right from wrong and what is expected of them.	16/07/2018

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- 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 at appropriate times throughout the inspection and completed a joint observation with the pre-school manager. She held a meeting with the management team and discussed self-evaluation.
- The inspector looked at relevant documentation, such as evidence of the suitability of staff working in the setting, records of children's learning and a selection of policies and other records.
- The inspector spoke to a small number of parents during the inspection.

Inspector

Jacqueline Mason

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider did not inform Ofsted of a significant incident where a child left the premises unsupervised. Following the incident, the management team has taken action to ensure that the premises are now secure. External doors and gates are now kept locked at all times and staff are deployed to ensure children are supervised. However, staff still do not take sufficient steps to ensure that children are able to play safely. Safeguarding is not effective. New staff are allowed to carry out personal care for children when checks have not been completed to ensure staff are suitable. The provider is not able to provide evidence that they have seen a Disclosure and Barring Service check for all staff. In addition, confidential information relating to staff and children is not kept secure. Records are sometimes taken off site and Ofsted has not been informed of this. There is a system of supervision and appraisal in place for staff. The management team has started to look at self-evaluation as part of its commitment to improve. Staff are encouraged to complete relevant training.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is weak. Staff do not inspire children to play and learn. Children are disinterested and often wander away between activities. They do not settle or become involved. Activities that include all of the children sitting together are not presented well. Staff do not consider the needs of individual children or the varied age group and concentration span of the children attending. Staff continue reading stories out loud and looking at alphabet posters even though children are not engaged or showing any interest. Staff insist that children sit down on the carpet and listen. Staff do carry out observations of children or know where they are in their learning. They plan activities to promote children's next steps. Children are able to choose from the resources available to them.

Personal development, behaviour and welfare are inadequate

Staff have not carried out risk assessments to ensure that the play environment is safe for children. For example, children are at risk of injury as hot drinks are not kept out of their reach. In addition, a disused fire door is leant against the side of the building where it is also accessible to children. Staff do not encourage children to play well together. Children frequently display unwanted behaviour. Staff often speak to the children harshly and do not explain why their behaviour is unacceptable. Children's good behaviour and individual efforts are often overlooked. Despite this, children develop close emotional bonds with staff. Those children who do not separate readily from their main carer are supported well by staff who distract them into activities. Settling-in procedures are tailored to the individual needs of each child and their family. Parents describe staff as friendly and caring.

Outcomes for children are inadequate

Children are not adequately supported to help ensure that they make enough progress to be ready for their move to school. Nevertheless, children have daily opportunities for exercise and fresh air, helping to promote their physical well-being.

Setting details

Unique reference number	EY539256
Local authority	Essex
Inspection number	1134129
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	2 - 4
Total number of places	30
Number of children on roll	16
Name of registered person	Little Polar Bear Ltd
Registered person unique reference number	RP539255
Date of previous inspection	Not applicable
Telephone number	07504115447

Little Polar Bear Pre-School registered in 2017. It employs seven members of childcare staff. Of these, five hold appropriate early years qualifications at level 2 or above. The pre-school opens from Monday to Friday during term time only. Sessions are from 9am until midday all week. Afternoon sessions run from 12.30pm to 3.30pm on Monday, Thursday and Friday. Children can attend full-day sessions from 9am to 3.30pm on these days. The pre-school provides funded early education for two-, three- and four-year-old children.

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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