

Sunflowers Pre School and Out of School Club



Sunflowers Pre School and Out of School Club, Headland Road, Welford on Avon, Stratford-upon-Avon, Warwickshire, CV37 8ER

Inspection date	13 June 2018
Previous inspection date	5 December 2016

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		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 does not implement effective procedures to keep children safe. Recruitment practice is not robust and the provider does not ensure that sufficient staff are present to supervise and support children at all times. The provider does not ensure that staff are clear about their role and responsibility to safeguard children.
- The key-person system is not effective. Staff do not promote children's emotional security well.
- Staff do not establish effective partnership working with parents to improve outcomes for children.
- The provider does not monitor staff performance effectively or provide enough support to improve their skills and knowledge. She is not able to demonstrate that at least one member of staff caring for the youngest children has a relevant childcare qualification.
- Children who do not have the skills and abilities typical for their age, including those who have special educational needs and/or disabilities, do not receive effective support. Consequently, they make limited progress in their learning and do not catch up.
- The quality of teaching is weak. Staff do not carry out regular observations and assessments of children's learning. They do not plan activities that are focused and purposeful. Children make poor progress.

It has the following strengths

- Children benefit from daily fresh air and exercise in the outdoor area.

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
■ implement effective recruitment and vetting procedures, including obtaining and keeping the required records relating to Disclosure and Barring Service checks	13/07/2018
■ ensure that sufficient staff are present at all times and that they are deployed effectively to adequately supervise and meet the needs of all children	13/07/2018
■ ensure all staff have appropriate knowledge and understanding of safeguarding issues, including the procedures to follow in the event of allegations about staff	13/07/2018
■ improve the key-person system and ensure that care is tailored to meet each child's individual emotional, care and learning needs	13/07/2018
■ develop a good two-way flow of information sharing with parents to ensure the care and learning needs of all children are consistently met	13/07/2018
■ ensure supervision of staff is effective and provides support, coaching and training to raise the quality of teaching to at least a good level	27/07/2018
■ ensure at least one member of staff working with children aged under two holds a full and relevant level 3 qualification	13/07/2018
■ improve outcomes for children who have special educational needs or disabilities and those children who require additional support by ensuring they receive the help and support they need without delay	27/07/2018
■ implement effective systems to observe, assess and monitor children's learning, and use this information to identify their individual needs, interests and stages of development and to plan a challenging experience for each child.	27/07/2018

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed a joint evaluation of an activity with the provider.
- The inspector held a meeting with the provider. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Trisha Turney

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The supervision of children has not been good enough to prevent a child leaving the pre-school unnoticed. The provider has put procedures in place to help prevent this happening again; however, weaknesses in safeguarding remain. The provider does not ensure that sufficient staff are present to supervise children effectively at all times. On the day of the inspection, during the breakfast session, staff were looking after too many children to be able to meet legal requirements or to provide adequate care. For example, there was only one member of staff looking after seven young children, including babies. The provider is not able to demonstrate that at least one member of staff working with children aged under two years holds a relevant childcare qualification. Recruitment procedures are not robust. For example, the provider does not carry out the required Disclosure and Barring Service checks for all staff. Furthermore, staff do not demonstrate a sound understanding of child protection. Not all staff are aware of the procedures to follow if they have concerns about children or allegations against staff. This places children at further risk of harm. Staff have received some training and basic supervision. However, the provider has failed to put in place appropriate systems to monitor and evaluate the quality of staff performance and to ensure that staff meet the individual learning and development needs of children. Consequently, the weaknesses in teaching and care have gone unnoticed and unchallenged in recent months.

Quality of teaching, learning and assessment is inadequate

Although most staff are qualified, they do not understand how to support children's learning through play. Staff do not have high enough expectations and do not effectively support children to reach their full potential. They do not consistently make precise observations and assessments of children's learning from the outset. Staff do not always know the children they are working with well enough. This means that they do not have a good understanding of what children know and what they need to learn next. Activities and experiences are mundane and uninspiring. They do not challenge and extend children's learning. Children quickly lose interest in activities and are not focused or engaged in play and learning. Some children spend much of the session wandering around aimlessly or sitting alone with no interaction from staff. There is no effective plan, coordinated approach or targeted intervention in place to support the learning and development of children with additional needs.

Personal development, behaviour and welfare are inadequate

The key-person system is not effective. For example, babies who are new to the setting spend much of their time with unfamiliar staff and not their key person. This does not support their emotional development. As a result, babies are upset and do not settle well. Partnerships with parents are weak. Staff have not developed a successful two-way flow of information. Children do not benefit from good continuity between the setting and home. Children generally behave well.

Outcomes for children are inadequate

Children are not making good progress from their starting points because weaknesses in teaching mean that staff do not promote their learning well enough. Staff do not motivate children to learn or support them to gain confidence. As a result, children are not gaining the necessary skills they need to support them with future learning.

Setting details

Unique reference number	EY412462
Local authority	Warwickshire
Inspection number	1137577
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	0 - 10
Total number of places	32
Number of children on roll	70
Name of registered person	Sun Flowers Pre-School Limited
Registered person unique reference number	RP535231
Date of previous inspection	5 December 2016
Telephone number	01789751003

Sunflowers Pre School and Out of School Club registered in 2010. The setting employs 10 members of childcare staff, including the provider. Of these, seven hold appropriate early years qualifications at level 2 or 3. The setting is open from Monday to Friday all year round, except for bank holidays and a week at Christmas. Sessions are from 8am until 6pm. The pre-school provides funded early education for two-, three- and four-year-old children.

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