

St James Playgroup

Gledholt Methodist Church, Edgerton Grove Road, Gledholt, Huddersfield
HD1 5QX



Inspection date	27 September 2018
Previous inspection date	16 February 2018

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires improvement	3
Effectiveness of 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

The provision is inadequate

- Children's welfare is not assured. Staff, including the lead safeguarding practitioner who has not attended training, do not have a sufficient understanding of child protection issues. Furthermore, systems for recruiting staff and determining their suitability are not consistently rigorous and the provider fails to keep a record of identity checks that have been completed.
- Staff do not always effectively manage children's behaviour to support their personal, social and emotional development. As part of this, senior staff do not consistently act as good role models to support children's self-esteem and confidence.
- The provider and manager do not sufficiently monitor the quality of teaching and learning. Consequently, there are significant weaknesses and inconsistencies in the quality of teaching and the progress some children are making.
- Observations and assessments of some children's progress are inaccurate and of poor quality. This means that staff do not precisely identify some children's starting points and are unable to plan for their next steps in learning, monitor gaps in children's learning or identify if a child is working below development expectations. This has a further impact on some parents not being kept up to date with, and involved in, their children's learning.
- Staff do not consistently carry out the progress check at age two.
- The provider has failed to correctly notify Ofsted of a new committee member and provide the necessary information to enable Ofsted to determine their suitability.

It has the following strengths

- Children who have special educational needs and/or disabilities are effectively supported and included fully in the life of the playgroup.
- Children, especially boys, delight in playing in the garden, benefitting from fresh air. This contributes to their physical well-being, as does the healthy snack choices.

What the setting needs to do to improve further

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

	Due date
ensure that all staff, including the deputy manager, are trained to gain and maintain a secure knowledge and understanding of all aspects of the safeguarding policy and procedures; as part of this, ensure that the lead safeguarding practitioner has attended a child protection training course to enable them to provide support, advice and guidance to any other staff as required	25/10/2018
implement suitable procedures for the recruitment and vetting of staff and any other person who is likely to have regular contact with children, to establish their suitability for their roles, and keep a record of the identity checks that have been completed	25/10/2018
ensure that staff consistently manage children's behaviour to support their personal, emotional and social development; as part of this, ensure that senior staff act as good role models	11/10/2018
implement effective and regular staff supervision arrangements to swiftly identify and tackle underperformance and inconsistencies in practice and to improve staff's professional development opportunities, including the manager's, so that teaching and learning are significantly improved	06/11/2018
undertake effective and accurate observation and assessment to identify and plan for all children's starting points and future learning needs, identify gaps in children's learning and any areas where they may require additional support, and to keep every parent up to date with their children's progress	06/11/2018
ensure that staff consistently seek to engage and support parents in guiding their children's development at home	06/11/2018
review children's progress when a child is aged between two and three years, providing parents with a written summary of their child's development in the prime areas	06/11/2018
ensure that Ofsted is provided with the necessary information to enable them to determine the suitability of committee members.	11/10/2018

Inspection activities

- 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 and children during the inspection.
- The inspector completed a joint observation with the playgroup manager who is also the nominated person for the organisation.
- The inspector held a meeting with the manager. She looked at relevant documentation, including evidence of the suitability of staff working in the playgroup, and sampled children's records of learning.
- The inspector spoke to parents during the inspection.

Inspector

Rachel Ayo

Inspection findings

Effectiveness of leadership and management is inadequate

The leadership and management of the playgroup are weak and there are poor systems in place for checking the quality of the provision and ensuring continued and sustained improvement. This results in breaches in legal requirements. As part of this, Ofsted has been unable to determine the suitability of a new committee member; the necessary information has not been correctly submitted. Although this individual has a Disclosure and Barring Service check, this issue has been raised previously. Safeguarding is not effective. There are poor procedures for recruiting staff and in ensuring they have the necessary skills and knowledge to fulfil the requirements of their key-person role, especially where a new member of staff is required at short notice. They are, however, subject to vetting, although details of identity checks are not recorded. Furthermore, the provider does not ensure the continued suitability of staff who leave for sometime and then return. Some staff, particularly new staff, including the lead safeguarding practitioner, are unable to fully identify possible signs of abuse or neglect. They have a particularly weak knowledge of indicators that a child may be at risk of harm from extreme behaviours and views. In addition, the deputy manager is not fully aware of how to manage allegations in the absence of the manager. Despite this, staff promote children's welfare in other ways, such as minimising hazards. The performance management of staff, including the manager, is insufficient in addressing weaknesses quickly or accurately enough. This leads to a lack of feedback and specific training and mentoring, to improve the quality of leadership and teaching.

Quality of teaching, learning and assessment is inadequate

Despite staff having qualifications, the quality of teaching is insufficient. Some staff have a poor knowledge of the early years foundation stage. They are failing to consistently assess children's starting points for learning on entry and accurately observe, assess and monitor their progress; the manager fails to identify and address this. Therefore, the planning of children's next steps does not ensure that activities are matched to their individual needs to help children make the progress they should. Furthermore, staff are failing to identify gaps in children's learning or identify and support children where they may be working below expectations in certain areas. It also means that some parents are not informed about children's progress, what they need to master next, and how they can support learning at home. There are, however, examples that demonstrate that where new children's development gives immediate cause for concern there is swift early intervention. Furthermore, staff do plan a variety of general activities across the seven areas of learning and consider children's interests. However, the quality of staff interaction is inconsistent. Some staff are enthusiastic, but staff continually miss opportunities to extend and skilfully build on children's learning and their thinking skills as they play. Consequently, some children's interest is not continually sustained indoors and they are not always sufficiently challenged, especially the oldest, most-able children.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management with regards to safeguarding, recruitment, vetting and teaching and learning impact on children's safety, well-being and personal development. Furthermore, staff do not consistently manage children's

behaviour in a positive way. They sometimes use raised voices and do not always intervene or provide explanations to reinforce children's understanding of expectations, for instance, when children become boisterous. Furthermore, some senior staff do not express positive non-verbal or verbal communication. One example of this is that they fail to emotionally support children's self-esteem and confidence or reassure them when they are upset at having a toileting accident. Staff work alongside parents to help children to settle into the playgroup and parents express complimentary feedback. Children are developing early independence, for example, as staff encourage them to try to put on their own coats and they settle quickly on arrival, showing they are familiar with the daily routine.

Outcomes for children are inadequate

Weaknesses in teaching mean that children's ongoing learning needs are not being addressed sufficiently and some children's progress and preparation for school is hindered. Despite this, children are developing some skills for future learning. They build early friendships while taking part in activities or care routines together. Children focus adequately during self-chosen activities, such as exploring dry mud in the outdoor area.

Setting details

Unique reference number	EY339305
Local authority	Kirklees
Inspection number	10077560
Type of provision	Sessional day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	2 - 3
Total number of places	26
Number of children on roll	17
Name of registered person	St James Playgroup (Marsh) Committee
Registered person unique reference number	RP522954
Date of previous inspection	16 February 2018
Telephone number	07900853728

St James Playgroup opened in 1966 and registered at the current premises in 2006. The playgroup employs five members of childcare staff, all of whom hold qualifications, four at level 3 and one at level 5. The playgroup is open Monday to Friday, from 9.30am to 12.30pm, during term time only. The playgroup provides funded early education for 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.

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.ofsted.gov.uk. 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 and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, 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 1231, 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 monthly newsletter for more information and updates: www.ofsted.gov.uk/user.

Piccadilly Gate
Store Street
Manchester
M1 2WD

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

