

Duke Street Pre-School

Burton Latimer Methodist Church, Duke Street, Kettering NN15 5SG



Inspection date	31 October 2018
Previous inspection date	5 June 2018

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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

- The provider/manager has failed to obtain or record the required information about vetting procedures to demonstrate that staff are suitable to work with children. She does not ensure staff training qualification requirements are met.
- Induction procedures are not robust. The manager does not ensure that staff have a secure understanding of their roles and responsibilities.
- The provider/manager does not ensure that potential risks to children are minimised.
- The provider/manager does not monitor, support or coach staff to identify gaps in their practice effectively or target inconsistencies
- Staff do not have a secure understanding of the steps to take should they need to report safeguarding concerns with regard to the manager of the provision.
- Staff do not gather information from parents on what their children know, understand and can do to help plan for their learning. They do not offer enough support to help parents guide their children's learning at home.
- Children's learning and development are not well supported. The teaching, observations and assessments completed on children are ineffective. Staff offer little challenge, and learning opportunities do not reflect children's next steps in learning.
- The provider/manager does not ensure that parents are provided with a short written summary that accurately reflects children's progress when their children are aged between two and three years.

It has the following strengths

- Children enjoy their play and make choices from the range of resources on offer.

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:

	Due date
review the recruitment process and ensure that all required information and documentation about the vetting processes used to assure staff suitability are consistently maintained, including the criminal records check reference number, the date the check was obtained and details of who obtained it	06/12/2018
ensure that at least half of the staff at the setting hold a least a full and relevant qualification at level 2	06/12/2018
implement robust induction procedures to help staff understand their roles and responsibilities	06/12/2018
ensure risk assessments identify aspects of the premises that need to be checked, and how the risks will be removed or minimised, with particular regard to the heaters in the foyer and toilets used by children	06/12/2018
use effective supervision to target inconsistencies in the quality of teaching and ensure all staff receive consistent support, coaching and training to improve the quality of teaching and learning	06/12/2018
ensure all staff maintain an up-to-date knowledge of safeguarding procedures, with particular reference to the action to take should they have concerns about what to do in the event of allegations being made against the provider/manager.	06/12/2018

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

	Due date
develop partnerships with parents and carers so they are actively involved in establishing the starting points for children's learning and are well supported to guide their children's learning at home	06/12/2018
improve the quality of teaching so that staff provide activities and experiences that promote children's next steps in learning to ensure that they make good progress	06/12/2018
improve how staff assess children's learning to ensure that any gaps in development are identified and targeted promptly to help all children make good progress	06/12/2018

provide parents of two- to three-year-old children with a written summary of their children's learning and development.	06/12/2018
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Inspection activities

- The inspector observed children's play and staff interaction with children, and viewed the toys, resources and equipment.
- The inspector held discussions with the provider/manager, staff and children.
- The inspector evaluated the range of toys and activities on offer with the manager/provider.
- The inspector checked evidence of safeguarding practice, staff recruitment, staff training and professional development, and the evaluation process. The inspector looked at children's records and discussed how staff assess children's progress.
- The inspector took account of the views of parents and carers spoken to on the day.

Inspector

Alexandra Brouder

Inspection findings

Effectiveness of leadership and management is inadequate

Arrangements for safeguarding are ineffective. There are breaches in requirements that compromise children's welfare. The provider/manager has failed to make sufficient improvements to address weaknesses raised at the last inspection. Recruitment and vetting systems are not robust. Documentation to identify the suitability of staff, which includes Disclosure and Barring Service checks, is either not in place or not kept on site. The provider/manager does not ensure that half of the staff in the setting hold at least a full and relevant qualification at level 2. This means staff are not appropriately qualified. This impacts on the progress children make. Insufficient supervision arrangements for staff mean that coaching, support and regular opportunities to provide feedback are not in place to raise the quality of teaching and assessment. The provider/manager does not induct staff into the pre-school, to learn more about their roles and responsibilities. She has not ensured that staff understand the procedures in place to follow in the event of allegations being made against her. Risk assessments are not accurate. Heaters in the foyer and toilets used by children pose a risk to children's safety and welfare. These weaknesses means that children's safety cannot be assured. Although the provider/manager recognises there is a large number of weaknesses in the pre-school, she is yet to take appropriate action to make improvements. As a result, the pre-school provision remains ineffective. Parents spoken to on the day of the inspection comment positively about the setting.

Quality of teaching, learning and assessment is inadequate

Weaknesses in teaching and assessment have a significant impact on children's learning and development. Staff working with children are not appropriately qualified and have a poor understanding of the progress children make. The provider/manager and staff do not plan or assess well for the individual needs of children or know what their next steps in learning are. This means that activities are not matched to children's needs or interests to help them achieve appropriate progress in their learning. Parents are not provided with a written assessment of the progress their children are making between the ages of two and three years. This is because the provider/manager does not have systems in place to do this, or understand how and when this needs to be done. Consequently, this assessment is not completed for some children and staff do not have an accurate knowledge of the progress children make between the ages of two and three years.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management, as well as the quality of teaching, significantly compromise children's safety and development. Despite this, children settle well and form close bonds with staff. Children behave well. Staff teach children about expectations regarding behaviour and praise them when they show kind gestures towards others. Parents are not encouraged to share information about what children know and are able to do before they start at the pre-school, to help inform children's initial learning. Further to this, staff are yet to offer ideas to parents to help enhance children's learning outside of the pre-school. This limits opportunities to consolidate children's ongoing learning. Children learn about appropriate hygiene practices as they

wash their hands before snacks and after using the toilet. They enjoy visits in the local community, particularly walking with staff to local shops to choose healthy foods for snack time. During this time, staff speak with them about 'looking and listening' for cars to help them to learn how to cross roads safely.

Outcomes for children are inadequate

Children do not make the progress of which they are capable and are not well prepared for their next stage in learning, such as school. Activities are not planned effectively to take into account children's individual needs and interests. Children do, however, show some developing independence. They pour their own drinks and put on their own coats before accessing the outdoors. Children begin to show an interest in books as they sit and listen to stories told by staff.

Setting details

Unique reference number	EY501295
Local authority	Northamptonshire
Inspection number	10079621
Type of provision	Sessional day care
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	2 - 4
Total number of places	21
Number of children on roll	9
Name of registered person	Jones, Lesley Anne
Registered person unique reference number	RP911019
Date of previous inspection	5 June 2018
Telephone number	01536724883

Duke Street Pre-School registered in 2016 and is located in Kettering. The pre-school employs two members of staff, including the provider/manager who holds an appropriate early years qualifications at level 3. The pre-school opens from Monday to Friday during term time. Sessions are from 9am until midday. The pre-school 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.

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