

Cherubs Pre School Nursery

St. Albans Church Hall, Linwood Road, Bournemouth, Dorset BH9 1DW



Inspection date	16 November 2018
Previous inspection date	19 July 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

This provision is inadequate

- Not all staff have completed safeguarding training that is relevant to their roles. As a result, they are not familiar with policies and procedures and do not know who to contact should they have a safeguarding concern.
- Leadership and management is weak. The manager fails to provide staff with the support, training or guidance they need to develop their skills. The manager does not monitor the effectiveness of the provision, or check staff's understanding of their roles and responsibilities, to ensure they address any areas for improvement.
- The manager does not follow consistently rigorous procedures when recruiting and vetting staff.
- Children's safety is compromised as risk assessment procedures are weak. Although the manager and staff identify some safety issues, they do not take prompt action to minimise risks to children. The manager fails to deploy staff effectively to ensure children are supported well and kept safe at all times.
- Staff do not manage children's behaviour appropriately. They fail to teach children the skills they need to help them learn to work together and play well with their friends.
- Children identified as having additional needs are not supported effectively within the setting. Staff do not have an understanding of children's individual needs to ensure they provide appropriate support to help them all make the best possible progress.
- Activities fail to reflect the interests and needs of the children. As a result, children do not become sufficiently engaged in the activities on offer. New systems for monitoring children's development and progress are not used consistently by staff. Many staff fail to use these effectively to help them plan and provide activities that support children's individual learning needs and help them to make progress.

It has the following strengths

- Staff are generally caring in their interactions with children.

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
ensure all staff receive training to understand the safeguarding policies and procedures, to enable them to identify, understand and respond appropriately to signs of possible abuse and neglect	30/11/2018
improve staff recruitment and vetting procedures to ensure that checks completed on individuals who will be working unsupervised with children are consistently thorough	30/11/2018
put in place arrangements for the supervision of staff. Ensure staff have opportunities to discuss any issues regarding children's development and wellbeing and any child protection concerns	30/11/2018
improve staff's understanding of how to manage children's behaviour appropriately	30/11/2018
improve procedures for risk assessment to ensure that all reasonable steps are taken to identify and minimise risks to children	30/11/2018
ensure staff are deployed effectively so that the needs of all children are met at all times	30/11/2018
ensure there are suitable arrangements in place to support children with special educational needs or disabilities.	30/11/2018

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

	Due date
provide children with a wide range of activities and learning experiences that are enjoyable and challenging and reflect children's individual needs, interests and stage of development	21/12/2018
improve the way in which staff monitor children's progress and plan how they will support their learning, to help all children make good progress.	21/12/2018

Inspection activities

- The inspectors observed activities in the playrooms and the outside learning environment.
- The lead inspector completed a joint observation and held meetings at an appropriate time with the manager.
- The inspectors looked at information about children's learning and sampled welfare records.
- The inspectors checked evidence of staff suitability and qualifications of practitioners working with children.
- The inspectors gathered the views of parents and carers.

Inspectors

Samantha Powis

Lorraine Sparey

Inspection findings

Effectiveness of leadership and management is inadequate

Leadership and management is poor. The manager does not ensure all staff have the skills they need to fulfil their roles and responsibilities. For example, the deputy safeguarding officers do not receive training to ensure they know the procedures to follow in the event of an allegation being made. As a result, safeguarding is not effective. Procedures for recruiting new staff are inconsistent and this limits the managers ability to check staff's suitability. The manager does not provide opportunities for staff to discuss their training needs, or to raise any concerns about the children who they care for. She fails to identify when practice is not effective and this has led to a significant deterioration in the quality of the provision since the last inspection. The pre-school has made changes to the way in which staff monitor children's progress. However, staff are not confident in how to use the information effectively. As a result, activities often fail to capture children's interests and staff do not monitor children's progress closely enough.

Quality of teaching, learning and assessment is inadequate

Children often fail to engage with the activities on offer as staff do not ensure activities are challenging or supportive and based on children's needs. Staff fail to make the most of opportunities to support children's learning. For example, at lunch time, staff miss opportunities to chat to the children to support their language development and social skills. As a result, children fail to make the best possible progress. Children benefit from having time to play indoors and outside during the day. Parents are provided with some information about children's experiences and progress.

Personal development, behaviour and welfare are inadequate

Children's safety is compromised as the manager fails to ensure the environment is safe and secure. Although staff complete daily risk assessments, these are not effective as staff fail to take action to remove or reduce risks. For example, children use an old wooden play kitchen unit. Areas are damaged with large splinters and small sharp nails protruding from the wood. Also, fencing that is intended to prevent children leaving the outdoor area has broken and no longer provides a sufficient barrier. Staff are often oblivious to incidents regarding children's behaviour and sometimes fail to manage children's behaviour in an appropriate way. For example, when children argue over a piece of equipment, staff do not provide support to help children learn how to share and resolve issues for themselves. Staff do not always use their time effectively to ensure the needs of children are met. For example, staff are engaged in domestic tasks when they are needed in the playroom to ensure children are safe and supervised well.

Outcomes for children are inadequate

Children do not acquire the skills they need to prepare them well for the next stage in their learning. For example, although children are encouraged to identify their name on arrival, staff do not then encourage them to experiment with mark making, to support their literacy and language skills further. Children with additional needs are not supported effectively as staff lack an understanding of their specific learning needs and how they can be supported through play.

Setting details

Unique reference number	100503
Local authority	Bournemouth
Inspection number	10084298
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	26
Number of children on roll	49
Name of registered person	Davis, Heather Mary
Registered person unique reference number	RP513077
Date of previous inspection	19 July 2017
Telephone number	01202 531 515

Cherubs Pre School Nursery registered in 1995. It is privately owned and run by the provider, who is also the manager. The pre-school operates from St Alban's Church Hall, Charminster, Bournemouth. It is open from 9am until 1pm on Tuesday and Thursday and from 9am until 5.30pm on Monday, Wednesday and Friday. There are seven members of staff, of whom four hold a relevant early years qualification at level 3 and one holds a qualification at level 2. Two members of staff are on training programmes. The pre-school receives funding to provide free early education for children aged two, three and four years.

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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