

The Kindergarten

The Church of the Holy Sepulchre, Church Lane, Northampton,
Northamptonshire NN1 3NL



Inspection date	29 November 2018
Previous inspection date	26 June 2017

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

This provision is inadequate

- The provider, who is also the manager, has failed to implement effective vetting procedures. This means that some staff have not had their suitability assessed to ensure they are safe and suitable to work with children. In addition, the provider does not have effective systems to assess staff's ongoing suitability.
- Staff do not have a thorough understanding of the 'Prevent' duty guidance. They are not clear how to protect children from being exposed to extreme views and behaviours.
- The provider does not ensure that potential risks to some children are minimised.
- The provider does not have effective arrangements to support, coach and train staff to promote the best interests of children. The quality of teaching continues to be variable across the nursery. Children do not make the progress of which they are capable.
- The provider and staff do not ensure that children have access to outdoor play on a regular basis to help support their good health.
- The organisation of daily routines and planning of activities are ineffective. Children do not have consistent opportunities to take part in purposeful play and learning experiences that match their individual needs and capabilities.

It has the following strengths

- Staff in the toddler room are an established team and work well together. They provide a welcoming environment for children and build strong relationships with them.
- Parents comment positively about the friendly and caring provider and staff.

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
implement robust systems to check that staff are suitable to work with children	07/01/2019
put in place appropriate systems to ensure that staff understand their responsibility to disclose any matters that may affect their ongoing suitability to work with children	07/01/2019
ensure all staff are trained to understand the setting's safeguarding policies and procedures and have an up-to-date knowledge of safeguarding issues, with particular regard to the 'Prevent' duty guidance for England and Wales 2015	07/01/2019
implement effective procedures to identify, assess and remove or minimise risks to children, with particular regard to babies being able to access equipment which is not appropriate for their age	07/01/2019
put arrangements in place for the effective supervision of staff and provide support, coaching and training to help them develop their knowledge and skills so that they can provide children with high-quality care and learning experiences	07/01/2019
ensure all children have access to outdoor play on a daily basis.	07/01/2019

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

	Due date
improve the quality of teaching to ensure activities are challenging, enjoyable and help all children make good progress	07/01/2019
improve the organisation of activities and daily routines to ensure children benefit consistently from planned and purposeful play and activities to promote their good progress in all areas of learning.	07/01/2019

Inspection activities

- The inspector observed the quality of teaching during activities indoors and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the provider. She spoke with staff and children during the inspection.
- 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 took a tour of the premises.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Claire Muddimer

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The provider has addressed some of the weaknesses raised at the last inspection. However, this has been at the detriment of other aspects of the care and learning within the nursery. She does not demonstrate a good enough capacity to make and maintain continuous improvement to the quality of the nursery provision. The provider has not followed appropriate recruitment and vetting procedures to ensure that all staff are suitable and continue to be suitable to work with children. She does not provide good enough training to ensure that all staff have a secure knowledge and understanding of all aspects of the nursery's safeguarding policies and procedures. For example, staff are not aware of the 'Prevent' duty guidance. They are not aware of their responsibilities to be alert to children and families who may be at risk of exposure to extreme ideas and behaviours. Risk assessments are not implemented effectively by all staff. This means that some equipment, that is not suitable for children under 18 months old, is easily accessible to children younger than this. This has an impact on their safety and welfare. Although the provider has implemented some arrangements to supervise staff and to monitor their practice, these are not effective. She has focused her attention on making some improvements in the pre-school room. This has resulted in her failing to pick up on and address weaknesses in teaching and practice by other members of staff within the nursery.

Quality of teaching, learning and assessment is inadequate

Weaknesses in teaching and assessment have a significant impact on children's learning and development. The quality of teaching continues to vary throughout the nursery. Staff's interactions with children are intermittent. The provider and staff do not plan or assess well for the individual needs of children or have a good understanding of 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. Talk between staff and children is limited and some staff lack enthusiasm and motivation to capture children's interest successfully. During daily routines, some staff adopt a supervisory role, standing over children as they eat. While waiting for tables to be packed away after lunch, noise levels increase as pre-school children and staff compete to be heard. That said, children in the toddler room enjoy listening to a favourite story read by a member of staff. She uses her voice and gestures to capture children's attention.

Personal development, behaviour and welfare are inadequate

Due to weaknesses in leadership, children's safety is compromised. Children are not provided with opportunities to play outside on a regular basis. This affects their all-round learning experiences and means that they are less able to benefit from exercise in the fresh air to support their good health. Staff do not plan the environment and daily routines well enough to meet the needs of all children. Mealtimes are not well managed. Staff miss the opportunity to help children to develop an understanding of healthy lifestyles and social skills during this time. After lunch, staff spend too much time cleaning and packing tables away. As a result, pre-school children are left playing with toys that do not challenge them or reflect their interests. Consequently, they quickly lose

interest in the resources, noise levels rise and children run around and do not engage in purposeful play. That said, in the main children behave appropriately and show positive relationships with staff and each other. Staff work with parents to ensure that they meet children's individual care needs. For example, they ensure young children's nappies are changed regularly and encourage older children to follow good hygiene routines.

Outcomes for children are inadequate

Due to weaknesses in leadership and management and the quality of teaching, children do not make sufficient progress. Some children are not supported to achieve the expectations for their age range. This means children lack the skills they need for their future learning, including school. Nevertheless, despite this, the pre-school children develop some early mathematical and literacy skills. For example, they use resources such as small coloured bears and wooden letters and numbers. They count and sort objects. Children make marks in flour with their fingers in a tray and use paint, pens and chalks to make marks on paper.

Setting details

Unique reference number	EY248015
Local authority	Northamptonshire
Inspection number	10085266
Type of provision	Full day care
Registers	Early Years Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
Total number of places	58
Number of children on roll	44
Name of registered person	Donnell, Jodi
Registered person unique reference number	RP513284
Date of previous inspection	26 June 2017
Telephone number	01604 631033

The Kindergarten registered in 2002. There are 11 members of childcare staff, six of whom hold appropriate early years qualifications at level 2, level 3 and level 6. The setting opens from Monday to Friday, all year round. Sessions are from 7.45am until 6pm. The setting is in receipt of nursery education funding 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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