

Happygems Pre-School and After School Club

Slade Green & Howbury Community Centre & Library, Chrome Road,
ERITH, Kent DA8 2EL



Inspection date	23 January 2019
Previous inspection date	3 July 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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- Staff do not have a secure knowledge of safeguarding issues and procedures, in order to safeguard children adequately.
- Important records and information about children are not available and easily accessible at all times when children are present.
- Staff recruitment, vetting and monitoring processes fail to identify weaknesses in staff suitability and knowledge, particularly in relation to safeguarding matters.

It has the following strengths

- Teaching is strong. Staff accurately assess children's skills and devise individual plans to support children to achieve their next steps in learning. Children enjoy the wide variety of stimulating activities on offer and make good progress in their learning.
- Staff develop warm, nurturing relationships with children. Children are secure, confident and independent at the setting.
- The key-person system works effectively to help engage parents. Parents spoken to during the inspection say they are happy with the care their children receive.

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 all staff are trained to understand safeguarding policies and procedures	22/02/2019
ensure records are always available when children are present	22/02/2019
recruitment vetting and monitoring must ensure staff are suitable to fulfil their role.	29/03/2019

Inspection activities

- The inspector observed the quality of teaching in all age groups during activities inside and outdoors, and assessed the impact this has on children's learning.
- The inspector looked at a sample of children's assessment records and discussed systems for planning children's play experiences.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager. They discussed systems for monitoring staff performance and safeguarding procedures, and viewed evidence of the suitability and qualifications of staff working in the nursery.
- The inspector spoke to staff, parents and children during the inspection and took account of their views.

Inspector
Claire Nunn

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The provider does not ensure all staff are trained effectively so they have an up-to-date knowledge of safeguarding issues and procedures. This includes when and how to respond to concerns about children's welfare and knowledge of the 'Prevent' duty guidance. Vetting processes are not followed effectively, for example reference checks are not always carried out. This compromises children's safety. Ongoing supervisions of staff fail to identify weaknesses in staff's knowledge, particularly around safeguarding and welfare requirements. The management team shows the capacity to address weaknesses and put things right. For example, the manager has implemented improvements which have raised the quality of teaching and assessment since the last inspection.

Quality of teaching, learning and assessment is good

Teaching is strong. Staff accurately assess children's skills and devise individual plans to support children to achieve their next steps in learning. Children enjoy a variety of stimulating activities on offer and make good progress in their learning. Staff use their good understanding of child development and the children's individual interests to plan enjoyable learning opportunities which keep children motivated to learn. For example, children enjoy pretending to use make up with dolls' heads and paint. Children's mathematical skills and understanding are developing well. Staff working with toddlers encourage children to count and identify shapes, while older children confidently recognise numbers. Staff support children's communication and language skills well. They engage children in meaningful conversations about what they are doing and encourage them to share their home experiences. Children learn about people and communities beyond their own. For example, they sing songs in different languages and play with multicultural resources.

Personal development, behaviour and welfare are inadequate

The provider keeps important information such as parent details, medical history and parental consent at another setting without prior agreement from Ofsted. This breaches requirements and compromises children's welfare. Staff organise the playrooms well and ensure they are maintained to high standards to welcome parents and children. Staff find out about children's needs, likes and interests before they start. This helps children to settle well and form positive relationships. Children's health is well promoted. They are provided with freshly prepared meals that adhere to their dietary requirements. Staff help minimise any risks by carrying out effective checks of the environment.

Outcomes for children are good

Children develop positive attitudes towards taking part in most learning experiences. For example, older children persevere when completing puzzles and younger children enjoy making birthday cakes with play dough. Children demonstrate high levels of confidence and independence as they freely move around the environment and make choices about what they want to do. All children, including those who speak English as an additional language, make good progress. Children are motivated learners who acquire skills and develop confidence in preparation for starting school.

Setting details

Unique reference number	EY501607
Local authority	Bexley
Inspection number	10085075
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	1 - 8
Total number of places	65
Number of children on roll	39
Name of registered person	Olatise, Omobolanle Eniola
Registered person unique reference number	RP515918
Date of previous inspection	3 July 2018
Telephone number	07807729720

Happygems Pre-School and After School Club registered in 2016. The pre-school is open from 7am to 6.30pm, Monday to Friday. The after-school club operates from 3.30pm to 6pm, Monday to Friday. The pre-school receives funding for free early education for, three- and four-year-old children. There are five staff. Of these, one holds a qualification at level 4, one holds level 2 and three hold level 3.

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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