

Seahawk Under Fives

201 St. Nicholas Avenue, Gosport PO13 9RJ



Inspection date	23 January 2019
Previous inspection date	Not applicable

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

This provision is inadequate

- Leaders have not given the new manager an effective induction to ensure she is clear about her role and responsibilities to lead the pre-school.
- Leaders have not ensured that the new manager is clear about their responsibilities to fulfil the role of lead practitioner for safeguarding, including completing the required training. The new manager lacks knowledge and understanding of safeguarding to ensure she protects children's welfare effectively.
- The manager does not ensure that she and the other member of staff are deployed effectively, in particular when children play outside. This puts children at risk.
- Leaders do not ensure that there is a named deputy in place to support staff in the manager's absence.
- Staff do not complete accurate observations and assessments. This means they do not gain sufficient information to help them to support children's progress.
- Staff do not teach children the essential skills they need to be ready for the next stage of their learning and moving on to school.

It has the following strengths

- Staff establish close relationships with parents. They regularly share information about children's care needs to support a consistent approach.

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 managers have an effective induction to enable them to understand their role and responsibilities	22/02/2019
update knowledge and understanding and seek appropriate training around the role of lead practitioner for safeguarding to ensure that any concerns about a child are referred to the appropriate agencies without delay	22/02/2019
improve the effectiveness of staff deployment to meet children's care and learning needs and ensure their safety at all times, with particular regard to supervising children effectively in the garden	22/02/2019
ensure leaders have a good understanding of the early years foundation stage requirements and, in particular, there is a named deputy in place to support staff in the manager's absence.	22/02/2019

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

	Due date
ensure that observations and assessments are accurate and support staff in understanding children's levels of achievement and their interests, to plan age-appropriate activities for learning	01/03/2019
ensure staff teach children essential skills to prepare them for the next stage in their learning and into school.	01/03/2019

Inspection activities

- The inspector observed the quality of teaching and the support for children's learning during activities inside and outside.
- The inspector assessed how well leaders and staff understand and implement nursery policies, and how they monitor children's learning.
- The inspector carried out a joint observation to assess how well leaders monitor the quality of teaching.
- The inspector talked to parents, staff and children during the inspection and took their views into account.
- The inspector looked at a range of documentation, including staff records and children's online learning journals.

Inspector
Jayne Godden

Inspection findings

Effectiveness of leadership and management is inadequate

Leaders lack an understanding of statutory requirements, including having a named deputy. They have not given the new manager an effective induction to ensure she has the skills required to lead the pre-school. The manager lacks understanding of the early years foundation stage requirements. Leaders have not supported the manager to develop her knowledge and skills to enable her to provide children with good-quality learning experiences. Safeguarding is not effective. Leaders have not checked that the manager has an up-to-date understanding of safeguarding. The manager has not completed the required training in relation to being the lead practitioner for safeguarding. The manager has not recognised when to act on safeguarding concerns. For example, she has not passed on significant safeguarding concerns to the appropriate outside agency. This puts vulnerable children at further risk of harm. Staff are not vigilant in ensuring children's safety. They supervise children ineffectively, including very young two-year-olds, as they play in the garden, sometimes out of sight of staff. On the day of the inspection, it was observed that a young child picked up and placed a small object in their mouth without staff noticing. Although there is a supervision process in place, the manager is unclear about the staff's ability to accurately monitor and assess children's learning. Consequently, she does not know if children are making progress or if there are any gaps in learning. Self-evaluation is not effective. Plans for future development are not sufficiently focused on key weaknesses in the provision. Parents report that their children enjoy the pre-school and they know who their children's key person is.

Quality of teaching, learning and assessment is inadequate

The quality of teaching is poor. Staff are not clear about the areas they need to develop to improve their quality of teaching. For example, they do not plan suitable learning activities or provide teaching that takes account of children's different abilities to enable them to take part and learn. Although assessments of children's learning are carried out, they are not accurate. Staff do not plan activities based on what children can do or their individual next steps. However, children do enjoy their time playing and exploring, despite a lack of support for their learning. They enjoy the range of available resources, including playing in the sand and riding tricycles.

Personal development, behaviour and welfare are inadequate

The manager does not deploy herself and staff to supervise children and keep them safe. The weaknesses in leadership and management have a significant impact on children's safety and well-being. Staff do not always support children to learn essential skills in readiness for school, such as independence. For example, at lunchtime, staff get each child's lunch box items out. They remove wrappings, open packets and place straws in some drinks ready for the children. This does not support children to do things for themselves. Despite the weakness in practice, staff warmly welcome children and parents into the pre-school. Children separate easily from their parents and carers and settle quickly, supporting their sense of belonging.

Outcomes for children are inadequate

Children do not make sufficient progress and are not supported in their learning. They are not prepared for school or their next stage in learning. For example, they do not learn how to communicate with others effectively, develop friendships or understand how to follow instructions.

Setting details

Unique reference number	EY546951
Local authority	Hampshire
Inspection number	10092240
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children	2 - 4
Total number of places	11
Number of children on roll	11
Name of registered person	Naval Under Fives (Eastern Area) Committee
Registered person unique reference number	RP519689
Date of previous inspection	Not applicable
Telephone number	077 7315 4762

Seahawk Under Fives registered in 2017. The provision operates from a converted house in Gosport. The provision is open Monday to Friday from 9am to 3pm, during term time. There are two members of staff who both have early years qualifications.

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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