

The Little Shepherds at The Gatehouse

St. Bartholomew's Church Hall, SEVENOAKS, Kent TN14 5PQ



Inspection date

27 February 2019

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This is a provision that requires improvement

- Staff do not manage children's challenging behaviour well. They do not teach children effectively about the expectations of their behaviour. Overall, children's behaviour is not good.
- The manager does not monitor the quality of care and teaching staff provide for the children effectively, including training and mentoring. She does not ensure that staff fully understand their roles and responsibilities and support all children to have positive experiences at the setting.
- Staff do not consistently encourage children to be independent and complete their own tasks to help extend their skills to support their future learning even further.
- Staff miss some opportunities to extend children's interest and skills in early reading, and do not provide an extensive range of welcoming and accessible reading materials.

It has the following strengths

- Children have opportunities to develop their physical skills. For instance, they explore different ways to move their bodies as they enjoy weekly sports classes.
- The manager and staff communicate well with parents and keep them informed in their children's learning. For example, they share children's achievements daily.
- Children gain mathematical skills as they play, for example when they confidently count as they play.
- Children respond positively to the interaction from staff and enjoy their company.

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 that the manager and staff consistently implement effective behaviour management techniques to ensure all children know what is expected of them and learn to behave well	31/03/2019
implement effective systems to monitor the consistency of care and teaching experiences staff provide children, including mentoring, coaching and highlighting training needs promptly.	31/03/2019

To further improve the quality of the early years provision the provider should:

- extend children's opportunities to be more independent and complete their own tasks consistently
- review and improve the range of reading materials to encourage children's interest in reading even further.

Inspection activities

- The inspector observed the staff interacting with children and assessed the impact this has on children's learning.
- The inspector viewed the indoor and outdoor environments.
- The inspector looked at written documentation, including evidence of the suitability of all those working at the setting and the suitability of the premises.
- The inspector spoke to the manager, children, parents and staff, and considered their views.
- The inspector carried out a joint observation with the manager.

Inspector
Kelly Hawkins

Inspection findings

Effectiveness of leadership and management requires improvement

The manager and staff review their practice together, including when using daily discussions to evaluate the day's events. They use the findings to support their action plans. The manager monitors the care and teaching practices. For instance, she observes staff regularly as they interact with children. However, she has not ensured that she provides effective coaching and mentoring and does not promptly highlight training needs. She does not support staff effectively to fully understand their roles and responsibilities and to gain confidence regarding their management of children's poor behaviour. Safeguarding is effective. The manager and staff understand the safeguarding procedures, including knowing who to contact to seek additional advice. Staff carry out thorough risk assessments and ensure that the premises and equipment are safe.

Quality of teaching, learning and assessment requires improvement

The manager and staff monitor and track the progress of individual and differing groups of children. This enables staff to promptly identify any gaps in children's development and provide them with support, to help them to close the gaps and catch up in their learning. However, some children can be disruptive and distracting to those children who are engaged in their learning. Staff support children to prepare for their eventual move to school. For example, they encourage them to write their name with confidence. However, staff do not consistently encourage children to develop their skills in early reading. Staff build on children's interest. For instance, after children talk about firefighters, they have a visit from the local firefighters to teach them more about their profession.

Personal development, behaviour and welfare require improvement

Children can be polite. However, overall their behaviour is poor. The manager has not ensured that training gives staff a confident understanding of how to support children to manage their emotions and understand the expectations of their behaviour. For example, children scream, are disobedient and say inappropriate things to others. Staff simply tell children 'no', and there is no clear explanation given to children or effective systems in place to manage children's behaviour consistently. Children learn the importance of healthy eating, such as eating a good range of fruit at snack time. Children learn about people's similarities and differences. For example, they engage in weekly Spanish sessions.

Outcomes for children require improvement

All children make progress in their learning in relation to their starting points. However, children do not have consistent opportunities to develop their independence further and do not reach their full potential. For example, staff are too keen to complete tasks that children can do themselves. However, children do gain some useful skills. For instance, they enjoy using real tools such as saws and hand drills in woodwork activities with confidence.

Setting details

Unique reference number	EY548197
Local authority	Kent
Inspection number	10094969
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Sessional day care
Age range of children	2 - 4
Total number of places	30
Number of children on roll	14
Name of registered person	Ramage, Laura Jane
Registered person unique reference number	RP516780
Date of previous inspection	Not applicable
Telephone number	07768992193

The Little Shepherds at The Gatehouse registered in 2017. It is located in Sevenoaks, Kent. The setting is open on Monday, Tuesday, Wednesday and Friday from 9am until 3pm and on Thursday from 9am to 1pm, term time only. The setting receives funding to provide free early education for children aged two, three and four years. The setting employs five members of staff, three of whom hold relevant early years qualifications at level 2 or above, including one member of staff who holds a relevant early years degree at level 6.

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