

# St Richard's School

## Nursery Unit

Cawley Road, Chichester, West Sussex PO19 1XB



<b>Inspection date</b>	10 May 2019
Previous inspection date	4 May 2016

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
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

- The management committee has not ensured that new members follow the necessary procedures in order for Ofsted to complete the required suitability checks. Ofsted has not been notified of a change to the registered committee, as required.
- The arrangements for checking newly appointed staff are not fully embedded in line with the nursery's own policies, and therefore are not fully effective in vetting staff suitability.
- The manager has not taken robust enough steps to address the previous recommendations set at the last inspection. The monitoring of children's progress and supervision support for staff are still not an integral part of practice at the nursery.
- Not all children receive regular assessments to ensure that they are making at least typical progress in development.
- The required progress check for children between two and three years of age has not been consistently carried out on all eligible children. This does not help to ensure all parents are fully informed of their children's stage of development.

#### It has the following strengths

- Staff ensure that children have access to a wide variety of indoor and outdoor learning opportunities. They promote children's literacy skills and their ability to recall events and stories. For example, children recreate favourite stories, acting them out and encouraging friends and staff to join in too.

## 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
provide Ofsted with the relevant information to enable suitability checks to be completed for all committee members and the registered information to be updated	10/06/2019
ensure suitability checks for new staff are conducted in full and recorded appropriately	10/06/2019
support all staff through regular supervision sessions and monitoring of children's development to be able to complete their responsibilities as key persons, such as to swiftly identify and address gaps in progress.	10/06/2019

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

- complete the progress check consistently for all children between two and three years old and ensure that parents are provided with a written summary of their child's progress in the prime areas of learning and development.

### Inspection activities

- The inspector observed practice and staff interactions with children, and assessed the impact of this on children's learning.
- The inspector explored the arrangements for safeguarding of children. She also completed a joint observation with the manager.
- The inspector held discussions with the manager and the other members of staff to discuss areas of leadership and management, including supervision and support arrangements and the use of the self-evaluation process.
- The inspector spoke with parents and took account of their views and comments.
- The inspector sampled a range of documentation, including suitability checks of staff who work directly with children and children's developmental records of progress.

**Inspector**  
Nina Lambkin

## Inspection findings

### Effectiveness of leadership and management requires improvement

The manager has not suitably addressed the previous recommendations. She offers some support and coaching to staff, such as through team meetings where they evaluate practice. However, staff do not receive support through supervision arrangements and the manager has not sufficiently monitored and acted on gaps in children's learning and development progress. The manager is aware of safer recruitment procedures, and all staff have received an enhanced criminal record check. However, the recruitment process is not always followed robustly enough to ensure that all staff are fully vetted. Arrangements to notify and provide Ofsted with the required information regarding changes to the committee are not fully effective. This is due to a prior lack of understanding of when Ofsted should be notified of any changes. However, committee members do not have unsupervised access to children. Safeguarding is effective. The manager and staff have a secure understanding of child protection issues and know how to report any concerns they have about children's welfare.

### Quality of teaching, learning and assessment requires improvement

Although the progress of groups of children is not monitored effectively, overall staff observe individual children on a regular basis and have a rounded understanding of their development. They share information effectively with parents about children's interests and plan a varied environment to support children's needs. However, on occasions, progress checks for children aged between two and three years are not always completed fully to swiftly identify gaps in children's learning. Staff take account of children's interests. For example, as children sing songs from their favourite show, staff offer instruments and ribbons to enhance their performance. Children enjoy spending extended time outside, which helps their continuing physical and emotional development. They take manageable risks such as when they ride bicycles round the garden and swing from trees.

### Personal development, behaviour and welfare require improvement

Children's welfare is not fully assured due to weaknesses in leadership and management practice regarding suitability checks for committee members and staff. However, staff supervise children well and make routine checks to ensure the premises are safe and secure. Children follow routine hygiene practices and experience sociable snack times and mealtimes. Overall, children show confidence when deciding where they want to play. They cheerfully greet familiar staff and visitors. Children are beginning to learn to take turns and share resources.

### Outcomes for children require improvement

Weaknesses in the assessment process mean that not all children are supported to make consistently good progress in their learning and development. However, all children, including those in receipt of additional funding, are gaining skills to help prepare them for school. Children demonstrate good levels of confidence and self-esteem and attempt many tasks by themselves.

## Setting details

<b>Unique reference number</b>	113733
<b>Local authority</b>	West Sussex
<b>Inspection number</b>	10066671
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	2 - 4
<b>Total number of places</b>	28
<b>Number of children on roll</b>	57
<b>Name of registered person</b>	St Richard's School Nursery Unit Committee
<b>Registered person unique reference number</b>	RP525409
<b>Date of previous inspection</b>	4 May 2016
<b>Telephone number</b>	01243 776728

St Richard's School Nursery Unit registered in 1997. It operates from a purpose-built building in the grounds of St Richard's Primary School and is situated in a residential area of Chichester, West Sussex. The nursery receives funding for early education for children age two, three and four years. It opens from Monday to Friday during term time only, from 8.30am to 3.15pm. The nursery employs nine members of staff, all of whom hold appropriate early years qualifications. Three staff members hold qualified teacher status.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *Complaints procedure: raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

