

# Micheldever and Stratton Preschool

East Stratton Village Hall, Winchester, Hampshire SO21 3DT



<b>Inspection date</b>	17 May 2019
Previous inspection date	10 October 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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision is inadequate

- The manager, who is also the designated lead for safeguarding, does not fulfil her safeguarding responsibilities effectively. She does not demonstrate a sufficient understanding of when to refer on a concern about children's safety and fails to take swift action when staff raise concerns about children's welfare.
- The committee, which is the registered provider, fails to follow safer recruitment procedures. It does not conduct robust checks, including on staff's previous employment history, or keep sufficient information to demonstrate how it has determined staff's suitability.
- The committee fails to monitor staff practice, including that of the manager, to ensure staff are successfully fulfilling the requirements of their role. It does not accurately identify weaknesses in leadership and teaching or support staff to improve their personal effectiveness.
- Staff do not accurately assess what children need to learn next or plan successfully for their individual needs. Teaching is not sufficiently matched to children's needs, lacks challenge and does not motivate children in their play. Children do not make good progress or gain a wide enough range of skills in readiness for their move to school.

### It has the following strengths

- Staff support children well in their physical development, for example through daily yoga sessions.

## 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 designated safeguarding person has a secure understanding of their role, including when to report on concerns, and that the Local Safeguarding Children Board is notified in a timely manner of any concerns about children	07/06/2019
implement effective recruitment procedures to ensure staff's suitability and that all gaps in employment are fully explored, proof of qualifications is checked and relevant references are obtained when recruiting staff, and ensure these are available for inspection	07/06/2019
ensure that effective systems are in place for the supervision of staff, including the manager, so that they have a clear understanding of their roles and responsibilities and receive support, coaching and training to meet the needs of children	07/06/2019
ensure staff accurately identify what children need to learn next, and use this information to plan activities that motivate children and promote their good progress	01/07/2019
improve the quality of teaching to ensure all children receive consistent levels of support that are tailored to meet their individual learning needs.	01/07/2019

### Inspection activities

- The inspector observed children's play during indoor and outdoor activities.
- The inspector looked at a sample of documentation, including staff suitability.
- The inspector spoke with the staff, children and parents at appropriate times during the inspection. The inspector held a meeting with the nominated person from the committee and the manager.
- The inspector conducted a joint observation of an activity with the manager.

**Inspector**  
Melissa Cox

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Despite staff demonstrating that they are aware of signs that would give them concern about a child's safety, they do not take appropriate action in line with their safeguarding policy. For example, they make their own enquiries and evaluations when they become aware of signs that a child is at risk. They fail to share information with the Local Safeguarding Children Board and other agencies, as required, to ensure children's well-being. Staff fail to review children's attendance effectively, including when children fail to attend unexpectedly. The committee does not ensure staff's suitability to work with children through robust recruitment procedures, such as scrutinising staff qualifications to ensure these are relevant. Documents to support staff suitability were not accessible on the day of the inspection. There has been a change of staffing and roles since the last inspection. The committee does not ensure that it supports these new staff effectively, including the manager, through targeted supervision opportunities and training so they promote consistently good outcomes for children. Despite weakness in safeguarding, the new manager has reviewed the provision, including children's assessment information. She has worked with the local authority to make some improvements, such as reviewing the systems of planning and identifying gaps in children's learning. However, it is too soon to see the impact of this yet on children's progress.

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

Although most staff are qualified, teaching is inconsistent and does not support children's learning effectively. Staff fail to target the areas in children's learning where they would most benefit from support. Younger children, including those who are learning English as an additional language, are not well supported to progress in their communication skills. Progress has slowed over time for groups of older children who have attended for some time. They do not show good levels of confidence and self-assuredness in readiness for their move to school. Staff occasionally follow children's interests. For example, they support children to use a tape measure to calculate how tall they are. However, their interactions lack direction and they do not give children sufficient time to make observations of what they can see or explore these further.

### Personal development, behaviour and welfare are inadequate

The weaknesses in staff knowledge of safeguarding and in the recruitment procedures mean that children's safety cannot be assured fully. Staff are not sufficiently vigilant in identifying signs that indicate children's well-being is compromised. However, staff have built friendly, caring relationships with children. They work in partnership with parents to meet children's additional dietary and medical needs well. Staff have taken some action to meet the recommendation set at the last inspection. For example, children have some opportunities to develop their independence, such as putting on their coats on before going outside. However, due to the inconsistent support by staff, children are not given good opportunities to manage self-care tasks for themselves as staff are quick to intervene and do this for children. Staff provide daily opportunities for children to be active outside, including weekly outdoor activities in a nearby forest. However, weaknesses in teaching limit the value children gain from learning opportunities outside.

For example, when children show an interest in planting seeds in pots, staff fail to provide any support and children quickly wander away. Staff suitably promote children's understanding of the group rules, although they do not support children's motivation to learn to a good level.

### **Outcomes for children require improvement**

The lack of challenge in teaching and weaknesses in planning mean that children do not make the progress they are capable of. They do not sustain their concentration and are not well supported to persevere or explore their own ideas. However, children do develop friendships and occasionally work together at tasks.

## Setting details

<b>Unique reference number</b>	110389
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	10082234
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Sessional day care
<b>Age range of children</b>	2 - 4
<b>Total number of places</b>	24
<b>Number of children on roll</b>	19
<b>Name of registered person</b>	Micheldever and Stratton Pre School Group Committee
<b>Registered person unique reference number</b>	RP524582
<b>Date of previous inspection</b>	10 October 2018
<b>Telephone number</b>	07792 800979

Micheldever and Stratton Preschool registered in 1999. It is located in East Stratton, in Winchester, Hampshire. The pre-school operates Monday to Friday, during term time only. Sessions run from 9am until 12.30pm on Monday and Friday, and from 9am until 3pm on Tuesday, Wednesday and Thursday. There are three members of staff and a volunteer working with children. Of these, one holds a childcare qualification at level 4 and two hold qualifications at level 3. The pre-school provides funded early education for 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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