

Inspection of Mulberry Pre-School

Valley Park Community Centre, Pilgrims Close, Chandler's Ford, Eastleigh,
Hampshire SO53 4ST

Inspection date: 15 January 2020

Overall effectiveness

Inadequate

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Inadequate

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Outstanding

What is it like to attend this early years setting?

The provision is inadequate

Children's welfare cannot be assured, as several requirements relating to safeguarding have not been met. Staff have not been given training on wider safeguarding issues. As a result, their knowledge on these issues is poor. The manager is unable to demonstrate that they have been robust in checking the suitability of all staff. The manager has however completed Disclosure and Barring Service checks for all staff.

Children enjoy their time at the pre-school and they feel safe and settle well. For instance, children confidently separate from their parents and caregivers in the morning. They select their pictures to self-register and happily go and explore the activities on offer. Children excitedly try out different activities and confidently ask for help if needed.

Children's behaviour is variable. During small-group activities, children have good focus and follow simple instructions. However, some children do not understand or follow appropriate behaviour expectations in large-group activities. This disrupts and distracts learning for others. Staff do not intervene well enough in order to guide the children effectively and nurture their understanding of behaviour expectations. For example, they allow children to talk over others and play with toys during story time. During adult-led activities children share and take turns, but when playing independently they struggle to manage their feelings and behaviour. On some occasions this results in children fighting over resources and toys.

What does the early years setting do well and what does it need to do better?

- The manager is not aware of all the requirements of the early years foundation stage. As a result, she has not implemented supervisions for staff. This means staff have not had the opportunity to have one-to-one meetings to discuss confidential and sensitive issues or target training effectively. This affects staff's ability to improve their practise and promote children's interests.
- Staff have all undertaken safeguarding training and generally have good knowledge. For example, they know signs and symptoms to look out for and the procedures to follow if they have concerns. However, they do not know about wider safeguarding issues, such as female genital mutilation and the 'Prevent' duty. As a result, staff may fail to identify signs of abuse at the earliest opportunity. The manager does not ensure staff's safeguarding knowledge is robust.
- The pre-school committee members and the nominated individual do not understand their roles and responsibilities fully. They have not completed the required paperwork for Ofsted to ensure their suitability. This compromises children's safety.

- Children have access to different experiences and opportunities at the pre-school. For example, staff take children on woodland walks and into the local areas to learn about the community. The children enjoy visits from a mobile farm that teaches them about animals and how to care for them. Staff also ensure the cultures and traditions of the children that attend the pre-school are celebrated. This includes inviting the parents to talk to the children about their cultures.
- Children have good manners and staff reinforce these, especially at mealtimes. For instance, at snack time children say 'please' and 'thank you' when passing bowls of fruit to each other. Their independence is encouraged and they practise using knives to butter their crackers and serve their fruit with spoons.
- Staff do not support children effectively to understand appropriate behaviour in large groups. Younger children are allowed to play with other toys, talk and disrupt group sessions. This has an impact on the learning for other children as they cannot focus and listen effectively.
- Children frequently run around inside the pre-school, which causes unnecessary accidents and disruption to learning. Although staff sometimes reinforce why they should not run inside, children have not had the opportunity to practise the knowledge given. Children do not understand the behaviour expectations fully as staff do not provide clear, consistent support to help them to behave well. Much of this behaviour is either not noticed or not addressed by staff.
- Parents speak positively about the pre-school and the staff. They are happy with their children's progress and feel well informed by the staff. Parents compliment the staff and their welcoming and friendly nature. Parents enjoy taking part in events at the pre-school.
- At the time of inspection, not all records were available as required. For example, the manager was unable to produce any information relating to staff's recruitment and ongoing suitability checks.
- Staff plan effectively for the children's next steps in learning. Staff have developed a good curriculum and plan engaging topics to support children's learning and understanding of the wider world. For instance, they teach children about 'people who help us' and invite professionals to the pre-school to talk about their profession. This learning is not effectively taught in large groups because children's engagement and focus are compromised due to behaviour.

Safeguarding

The arrangements for safeguarding are not effective.

The suitability of committee members has not been fully checked and processes to check the ongoing suitability of staff have not been fully implemented. This compromises children's safety. Training on wider safeguarding issues, such as radicalisation and female genital mutilation, has not been completed. Staff are therefore lacking in knowledge, which has an impact on children's welfare. Despite this, staff do know the signs and symptoms that may indicate a child is at risk of harm. Staff do feel confident reporting concerns to the manager or children's services.

What does the setting need to do to improve?

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

| | Due date |
|---|-----------------|
| implement an effective supervision system to ensure staff have the opportunity to discuss confidential and sensitive issues | 12/02/2020 |
| provide training for all staff on wider safeguarding issues, such as the 'Prevent' duty and female genital mutilation, so they have secure safeguarding knowledge | 12/02/2020 |
| ensure all committee members complete the required paperwork for Ofsted to ensure their suitability | 12/02/2020 |
| ensure all required documentation and information is available and accessible on inspection | 12/02/2020 |
| manage children's behaviour appropriately to ensure their safety and promote their understanding of how to keep themselves safe | 12/02/2020 |
| target training to support staff to develop children's personal, social and emotional development, particularly in relation to respecting others, managing their feelings and understanding expectations of behaviour in groups | 12/02/2020 |
| ensure the ongoing suitability of staff is checked fully, including disclosures that may affect their suitability to work with children. | 12/02/2020 |

Setting details

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|--|---|
| Unique reference number | 109900 |
| Local authority | Hampshire |
| Inspection number | 10128651 |
| Type of provision | Childcare on non-domestic premises |
| Registers | Early Years Register, Compulsory Childcare Register |
| Day care type | Sessional day care |
| Age range of children | 2 to 4 |
| Total number of places | 30 |
| Number of children on roll | 32 |
| Name of registered person | Mulberry Pre-School Committee |
| Registered person unique reference number | RP522596 |
| Telephone number | 02380 261616 |
| Date of previous inspection | 25 April 2016 |

Information about this early years setting

Mulberry Pre-School opened in 1989 and registered in 2001. It is located in Chandlers Ford, Hampshire. The pre-school opens during school terms and operates on Monday to Friday from 8.30am until 3.30pm. It is in receipt of funding for the provision of free early education for children aged three and four years. There are 10 members of staff employed to work with children, all of whom hold relevant childcare qualifications ranging from level 2 to level 6.

Information about this inspection

Inspector

Jamie Smith

Inspection activities

- A learning walk was conducted across all areas of the pre-school, to understand how the early years provision and the curriculum are organised.
- The manager and inspector carried out a joint observation together.
- Discussions were held with staff, children and parents at appropriate times throughout the inspection.
- The inspector sampled some of the pre-school's documents. This included evidence about safeguarding and staff's recruitment.
- A meeting was held between the inspector and manager.

We carried out this inspection 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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