

Inspection of Kennington Playgroup

The Avenue, Kennington, OXFORD OX1 5PP

Inspection date: 4 October 2021

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

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

Leadership is inadequate. The committee has a poor understanding of their roles and responsibilities in the governance of the playgroup. The management committee, as the registered provider, does not have adequate systems in place to inform Ofsted of changes to the committee and Nominated Individual. The committee have failed to inform Ofsted of notifiable events. In addition, they have not adhered to safer recruitment processes. For example, committee members have recruited staff before they have been deemed as suitable by Ofsted. Breaches in safeguarding requirements have a negative impact on children's safety and well-being, and do not ensure children's welfare is adequately met.

Despite the weaknesses identified in the leadership of the setting, children are, generally, happy and enjoy their time at the playgroup. Overall, children behave well. Children have positive relationships with staff. Key persons know their children well and meet their care needs effectively. For instance, they recognise when children need reassurance to help them settle quickly. Staff promote children's independence through daily routines. For example, children are encouraged to pour their own drinks and are starting to learn to be independent in their self-care needs. Children's confidence and self-esteem are well supported by staff, as they join in with children as they play and demonstrate a genuine interest in their care and learning. This helps to promote children's confidence and self-esteem.

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

- The management committee does not have a suitable understanding of its roles and responsibilities. It has failed to inform Ofsted of all members of the committee, as required. In addition, there is no evidence that Disclosure and Barring Service (DBS) checks have been carried out in a timely manner for some individuals, for Ofsted to assess their suitability. Therefore, children's safety and welfare are not assured.
- The management committee have not informed Ofsted of significant events. For example, the playgroup was closed following periods after the national lockdowns, following the COVID-19 (coronavirus) pandemic, and they did not notify Ofsted in line with requirements.
- The management committee and manager do not make sure that requirements are continually met. Recruitment procedures are not robust enough to ensure all staff are suitable to work with children. For example, new staff have been recruited when suitability checks of the committee undertaking the recruitment procedures have not been complete. The lack of checks and information means that committee members cannot assure staff's suitability to work with children, which compromises children's welfare.

- Not all records are readily available for inspection, particularly recruitment documentation, which is kept off the premises without consent from Ofsted.
- The manager and staff do not have high expectations for children's learning throughout the day. They focus on the children at their playgroup being happy and settled. Staff set out toys and resources they know the children like and plan some stimulating activities. For example, children enjoy learning about the insects they find in the garden and how to use tools, such as magnifying glasses, to view the insects close up. Staff teach them new words, such as 'smooth' and 'crunchie', to extend their vocabulary. However, during large parts of the day, staff do not plan activities or provide children with the support they need. Staff are not clear about what it is they want children to learn and why. The impact of this is that activities staff provide for children are not always focused or challenging enough for the children.
- The newly appointed manager has worked hard with her staff to make improvements to the quality of the provision. They have completed some training to help update their knowledge and skills. For example, in first aid and planning. However, the manager has not clearly identified the weaknesses in the quality of the curriculum and teaching. Although staff have regular opportunities to discuss their performance, they do not receive enough clear guidance to help them develop their teaching skills further. However, staff do enjoy working at the playgroup. They find the new manager approachable. The manager feels valued and appreciated by the committee and her staff team.
- Partnerships with parents are effective. Parents are happy with the regular communication they receive from staff. They praise staff for how well they have helped children settle back into the pre-school after periods of national lockdown.
- Children with special educational needs and/or disabilities (SEND) are identified quickly. The manager, who is also the special needs coordinator, writes individualised plans to meet children's needs and monitor their progress. The manager makes referrals to external agencies to ensure that these children get the support they need before moving on to the next stage in their learning. She works well with external agencies to support children and their families with SEND. Additional funding is used well to enhance and enrich children's experiences.
- Arrangements are in place to support children who speak English as an additional language. Staff find out about children's home language vocabulary and use visual picture prompts to support young children's emerging language development.
- Children behave well and take turns with others during their play.

Safeguarding

The arrangements for safeguarding are not effective.

Children's welfare is compromised due to the committee's weak understanding of safer recruitment procedures in the recruitment processes for staff. Records of some required DBS checks are not available for all committee members, to

demonstrate their suitability. That said, staff have a suitable knowledge of child protection issues. They know how to identify signs that a child may be at risk of harm, including from extreme views. They show a suitable awareness of when to report a concern about the behaviour of another member of staff. Staff ensure the premises are safe and secure for the children.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage, the provider must:

| | Due date |
|---|-----------------|
| take action to improve knowledge and understanding of those with oversight and governance of the setting, to help ensure they understand their roles and responsibilities, maintain requirements and develop the overall quality of provision | 04/12/2021 |
| improve understanding of the notification requirements | 04/12/2021 |
| ensure recruitment processes are effective in checking committee member's suitability to recruit staff and staff's suitability to work with children | 04/12/2021 |
| ensure all records are readily available for inspection and consent is gained from Ofsted for any documentation kept off the premises, particularly recruitment documentation | 04/12/2021 |
| implement a curriculum which is ambitious and provides children with challenging learning experiences to help them make good progress consistently | 04/12/2021 |
| monitor staff practice more closely so that support and guidance for staff can focus more precisely on raising the quality of the curriculum and teaching. | 04/12/2021 |

Setting details

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|--|------------------------------------|
| Unique reference number | EY550083 |
| Local authority | Oxfordshire |
| Inspection number | 10133876 |
| Type of provision | Childcare on non-domestic premises |
| Registers | Early Years Register |
| Day care type | Sessional day care |
| Age range of children at time of inspection | 2 to 4 |
| Total number of places | 36 |
| Number of children on roll | 26 |
| Name of registered person | Kennington Playgroup CIO |
| Registered person unique reference number | RP550082 |
| Telephone number | 01865 326606 |
| Date of previous inspection | Not applicable |

Information about this early years setting

Kennington Playgroup, re-registered in 2017, as a Charitable Incorporated Organisation. It operates in the grounds of St. Swithun's School, Kennington, Oxfordshire. The playgroup employs seven members of childcare staff, who work with the children. Of these, one has qualified teacher status, five hold a qualification at level 3 and one has a qualification at level 2. The playgroup opens from Monday to Friday term-time only. Sessions are from 9am until 3pm. The playgroup is in receipt of funding for the provision of free early education for children aged two, three and four years. It also receives funding for early years pupil premium.

Information about this inspection

Inspector

Amanda Perkin

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 (coronavirus) pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The inspector had a learning walk with the manager through all areas of the premises used by the children and discussed the early years curriculum.
- Parents shared their views through verbal and written feedback. The inspector took these views into account.
- The inspector observed the quality of interactions during activities and assessed the impact on children's enjoyment and engagement.
- The inspector looked at a sample of the documentation. This included evidence about suitability of staff and committee members working in the playgroup.

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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