

Inspection of St Andrews Playgroup

St Andrews Church Hall, Roman Road, Lowestoft, Suffolk NR32 2DQ

Inspection date: 21 November 2022

Overall effectiveness	Inadequate
The quality of education	Inadequate
Behaviour and attitudes	Inadequate
Personal development	Inadequate
Leadership and management	Inadequate
Overall effectiveness at previous inspection	Good

What is it like to attend this early years setting?

The provision is inadequate

The provider has failed to ensure they meet the requirements set out within the 'Statutory framework for the early years foundation stage'. The committee members are aware of their roles and responsibilities, yet they do not always fulfil their duties. They have failed to notify Ofsted about a change to the person managing the setting, which took place last year. They have also yet to complete his induction process. There are weaknesses in safeguarding which compromise children's safety. The designated safeguarding lead does not have a secure knowledge of safeguarding matters and the action to take to ensure children's safety.

Staff do not have an accurate understanding of children's starting points. In turn, they do not understand what children need to learn next to ensure they make good progress. Staff have a poor understanding of the areas of learning and how children learn. This means children do not receive the support they need to make the best progress they can in their learning and development. Children are not offered activities and experiences that meet their individual learning needs. Children do arrive and settle into the session well and parents are happy with the setting.

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

- The committee lack oversight of the provision. They do not spend enough time monitoring teaching and practice. This means they fail to identify and address breaches to the statutory requirements and the quality of care on offer. The manager understands what he wants children to learn but does not receive the support he needs from the committee.
- The manager does not ensure that staff have the skills and knowledge to support children's learning. Expectations for children's learning are too low. Staff do not understand children's stages of development in order to help them make progress. As a result, some children become bored and disengaged during activities.
- Staff do not receive regular supervisions or support. Recent staff appraisals have been ineffective. Issues of poor practice that were observed had been raised in recent appraisals. However, there has been no improvement in staff's day-to-day practice.
- Although parents are happy with the playgroup, not all parents know who their child's key person is. Parents are not aware of what their children are learning at the playgroup. They do not have any information shared with them about how to carry on supporting their child's learning at home.
- Children's individual next steps in learning are not considered when staff are planning activities. Staff have limited ideas about how to further the children's

communication and language skills.

- The provider fails to keep staff records up to date. This has an impact on the information needed to confirm staff's ongoing suitability. Some staff report that they do not feel listened to, and that they are being asked to fulfil roles they do not wish to do. Staff training is not offered to support their practice and understanding of what they need to do to further the children's learning. Currently, staff only undertake mandatory safeguarding and paediatric first-aid training.
- Staff do not follow the setting's behaviour management policy. Many disagreements between the children go unnoticed. There are no clear rules or boundaries for children to follow. When staff intervene, it is not consistent, and children do not understand the impact of their behaviour on others. Children's behaviour is poor and they struggle to engage in activities for long. Children are not taught how to respect and look after the toys and resources. The environment becomes messy and chaotic, which hinders children's learning.

Safeguarding

The arrangements for safeguarding are not effective.

Staff do not have a secure understanding of safeguarding procedures. For example, the designated safeguarding lead does not understand the correct procedures to follow in the event of an allegation against a member of staff. She also has limited knowledge about the different signs of possible abuse and neglect. The committee is not clear about what steps to take when a concern about a member of staff's practice is brought to their attention. These weaknesses compromise children's safety.

What does the setting need to do to improve?

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

	Due date
ensure staff receive effective supervisions which provide support, coaching and training and promotes the interests of children	20/01/2023
ensure all staff, including your designated safeguarding lead and committee members, understand the safeguarding policy and procedures that must be followed in the event of an allegation being made against a member of staff	16/12/2022

ensure all staff understand the safeguarding policy and procedures, to be able to identify the signs of possible abuse and neglect and their responsibilities in a timely and appropriate way	16/12/2022
ensure all staff understand and follow the setting's behaviour management policy in a clear and consistent way	16/12/2022
ensure staff records are complete and up to date to allow clear decisions to be made regarding ongoing suitability of staff	16/12/2022
ensure all parents know their child's key person and enable a regular two-way flow of information with parents and/or carers	20/01/2023
ensure induction training has been completed for all staff	16/12/2022
provide effective support to the manager and staff to plan and deliver an ambitious curriculum that takes account of the individual learning needs of children in each area of learning.	20/01/2023

Setting details

Unique reference number	251641
Local authority	Suffolk
Inspection number	10234420
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Sessional day care
Age range of children at time of inspection	2 to 3
Total number of places	30
Number of children on roll	20
Name of registered person	St Andrews Playgroup (Lowestoft) Committee
Registered person unique reference number	RP907851
Telephone number	01502 530 511
Date of previous inspection	14 March 2017

Information about this early years setting

St Andrews Playgroup registered in 1968. The playgroup employs six members of childcare staff. Of these, five hold appropriate early years qualifications at level 2 or level 3. The playgroup opens from Monday to Friday during term time only. Sessions are from 8.45am to 11.45am.

Information about this inspection

Inspector

Nina Hopson

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the setting.
- The manager joined the inspector on a learning walk and talked to the inspector about their curriculum and what they want the children to learn.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector spoke with the nominated individual and a registered individual about the leadership and management of the setting.
- The special educational needs coordinator spoke to the inspector about how they support children with special educational needs and/or disabilities.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector observed the interactions between staff and children.
- The inspector carried out a joint observation of a communication and language activity with the manager.
- Parents shared their views of the setting with the inspector.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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