

Inspection of Stratford Childcare Hub

8 Mansell Street, Stratford-upon-avon CV37 6NR

Inspection date:

28 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

Not applicable

What is it like to attend this early years setting?

The provision is inadequate

There are significant concerns in leaders' understanding of how to keep children safe from harm. For example, they do not check the suitability of all staff who work directly and unsupervised with the children. Leaders also allow 16-year-old and 17-year-old staff, who have not been deemed suitable, competent or responsible, to have sole charge of children. These breaches to requirements mean that children's safety and well-being cannot be assured.

Children aged under two do not have a separate room. Older children, including those of school-age, rush past and climb over babies and young children to get to the resources or to get to the sofa in the room. There are multiple occasions when babies and young children are nearly knocked over because of this. Staff do not encourage older children to take care or to play carefully near the babies and young children to protect them from harm.

The curriculum lacks ambition and does not cater for children's different ages and stages of development. In addition, the majority of staff are unqualified. Consequently, they lack the understanding and knowledge of how they can care for and support children to make adequate progress in their learning. Staff fail to provide enough stimulating activities or experiences for children. This results in occasions when children are not engaged in any learning at all. However, staff provide the children with balanced meals. They also take the children on local walks to get exercise, which helps children to understand how to live healthy lifestyles.

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

- Leaders do not ensure that children are adequately supervised or have their needs met or their well-being prioritised. There are seven staff working with the children, six of whom do not hold a relevant early years qualification. This means that leaders have failed to ensure that at least half of all staff have at least a level 2 qualification. They also allow 16-year-old and 17-year-old staff to work unsupervised with children. For example, they are left alone with children at sleep times and are given the responsibility to collect other children from school. Furthermore, leaders often leave unqualified staff to look after children while they are away from the premises.
- Leaders have not put in place effective supervisions or appraisals to identify any gaps in staff's knowledge or any training they would benefit from. They also do not coach staff with an aim of improving their knowledge and skills of working with children. Consequently, staff have poor knowledge of how they can support children to thrive in their development. They also show little or no understanding of how they can improve the experiences that children receive. This has an

impact on the overall quality of the provision.

- The manager is qualified at level 3. However, she lacks the competence, knowledge and understanding of the learning and development requirements of the early years foundation stage. Her weak knowledge means that she is unable to recognise poor practice, and she is not able to ensure that children receive high-quality teaching and learning opportunities. The nominated individual has not identified this as a weakness and therefore has not put any support in place for her. This incompetent practice does not ensure that the provision is able to continuously improve over time.
- The curriculum lacks depth and is not designed to cater for the children's different ages and stages of development. Although leaders find out children's starting points from parents, they do not provide the children with rich and meaningful activities that keep them motivated to learn. This results in times when children display poor attitudes to learning, and they end up distracting one another.
- Leaders have no oversight of the quality of the provision. They do not monitor the quality of teaching and learning that children receive. There are multiple occasions when staff do not interact with the children as they play. Furthermore, staff do not think about what they intend for children to learn or how they can use activities to build on what children already know and can do. They also do not adapt activities to suit the different needs of children as they engage in large-group activities. As a result, most children are not able to complete the tasks that are set out for them.
- Leaders fail to ensure that children under the age of two have a separate room. Staff also do not recognise when older children pose a risk of harm. Babies and younger children often wander or stand around the hallways or rooms with little or no purpose. Staff do not identify this as an issue and do not provide the babies and younger children with purposeful learning opportunities.
- Leaders do work well with others. For example, they find out key details from parents, such as medical information about the children, before they start. They also work with parents to make referrals to other professionals when there are significant concerns about a child's development. Parents comment positively about the setting. Staff provide them with some activities they can do at home with their children.

Safeguarding

The arrangements for safeguarding are not effective.

Leaders have a poor attitude towards safeguarding. They are unable to demonstrate their knowledge of risk management and how they ensure that children are kept safe from harm. Induction processes are non-existent. Consequently, new staff do not have any understanding of the fire evacuation arrangements or of the setting's policies and procedures. Some staff do not have a clear enough understanding of the 'Prevent' duty or female genital mutilation. They are also not fully aware of the action they should take if they become concerned about the welfare of a child. Not all staff who come into contact or work

unsupervised with children have their suitability checked by leaders. Staff also use their personal mobile phones to take photos of children. Leaders do not demonstrate well enough how they manage the risk this may pose to children. These failures seriously compromise children's safety and well-being and place them at significant risk of harm.

What does the setting need to do to improve?

The provision is inadequate and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
ensure that at least half of all other staff employed hold at least an approved level 2 qualification	22/12/2022
ensure that the suitability of all staff who come into contact with or who work directly with the children is checked	22/12/2022
implement effective induction training for new staff to ensure that they are familiar with the setting's policies and procedures, including what to do in the event of a fire	22/12/2022
ensure that all staff understand the safeguarding policy and procedures and that they are aware of what to do if they have a concern about the welfare of a child	22/12/2022
ensure that all staff have a secure knowledge of female genital mutilation and the 'Prevent' duty	22/12/2022
ensure that staff who are under the age of 17 are supervised at all times	22/12/2022
implement effective arrangements to ensure that children are adequately supervised and have their needs met and that their safety is prioritised	22/12/2022

ensure that at least one person who has a current paediatric first-aid certificate is on the premises and available at all times when children are present and accompanies the children on outings	22/12/2022
ensure that children are not exposed to risk and are kept safe from harm	22/12/2022
ensure that children under the age of two have a separate room to ensure their safety and promote their welfare	22/12/2022
implement effective systems to ensure that staff receive the right level of coaching and support to help improve the quality of care and learning that children receive	22/12/2022
implement supervisions and/or appraisals to identify gaps in staff knowledge and any training they would benefit from to help improve their overall effectiveness, their knowledge and skills of working with children	22/12/2022
ensure that there are effective procedures in place to ensure the safe use of mobile phones within the setting	22/12/2022
ensure that the manager receives the targeted level of support she requires to fulfil the responsibilities of her role.	22/12/2022

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

	Due date
develop an ambitious curriculum for all children to ensure that they all have access to rich, meaningful and purposeful experiences that enable them to make progress in their learning from their starting points	02/01/2023

improve staff's knowledge of the curriculum, the intention behind activities and how planning is used to build on what children already know and can do effectively	02/01/2023
support staff to differentiate activities to meet children's different ages and stages of development and to ensure that children are able to complete tasks set out for them and become highly motivated to learn.	02/01/2023

Setting details

Unique reference number	2677575
Local authority	Warwickshire
Inspection number	10260963
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	30
Number of children on roll	36
Name of registered person	Bridgewater, Sarah-Louise
Registered person unique reference number	2677576
Telephone number	07415659784
Date of previous inspection	Not applicable

Information about this early years setting

Stratford Childcare Hub registered in 2022. The setting employs seven members of staff, one of whom holds an appropriate qualification at level 3. The setting is open Monday to Friday, from 7.15am to 6.15pm, all year round.

Information about this inspection

Inspector
Louise Chinyuku

Inspection activities

- This was the first routine inspection the provider 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 provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the setting.
- The nominated individual and inspector completed a learning walk together of all areas of the setting and discussed the early years curriculum.
- The inspector talked to staff during the inspection and took account of their views.
- The inspector observed the quality of education being provided and assessed the impact that this was having on children's learning.
- The inspector spoke to parents and took account of their views.
- The nominated individual provided the inspector with a sample of key documentation on request.
- The inspector viewed the provision and discussed the safety and suitability of the setting.

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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