

Inspection of Progressive Childcare @ St Chad's Primary School

St Chads Rc Primary School, South Hill, Blackburn Road, Chorley PR6 8LL

Inspection date:

20 November 2023

**The quality and
standards of early
years provision**

**This
inspection**

Not met (enforcement)

Previous
inspection

Good

What is it like to attend this early years setting?

This provision does not meet requirements

Children are placed at risk because the provider has failed to ensure that safeguarding and welfare requirements are met. For instance, the provider does not ensure that all the required documentation is accessible and available for inspection. This includes evidence of robust recruitment and vetting checks and to show that at least one member of staff holds a paediatric first-aid qualification. Furthermore, induction and ongoing support for staff are weak. As a result, some staff do not fully understand their roles and responsibilities. This compromises children's safety and well-being.

Despite receiving little support from the provider, the manager and staff do, overall, work well as a team. As a result, children are happy, settled and have secure relationships with staff. Partnerships with the host school are embedded. As such, all children, including those with special educational needs and/or disabilities, enjoy their time at the club and have opportunities to extend their skills.

Children arrive full of smiles and eagerly talk to staff about what they have been doing in school. Staff create a fun and exciting environment for the children. This is planned around children's interest and takes account of what children are learning in school. For example, younger children practise their writing skills as they make marks with pens on wipeable boards. Staff invite children to make decisions about the club. For example, children contribute their ideas when deciding the club rules. As a result, children know what is expected of them and diligently follow these rules.

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

- The manager is relatively new and is responsible for this setting and a sister setting within the company. While she is very eager to develop her skills and provide support for the staff, there is very little time afforded to her to do this. As a result, staff do not get the support they need.
- The provider has not provided the manager with a robust programme of induction. Furthermore, they have not provided her with any supervision, training or coaching. As a result, she is unable to provide effective support for the rest of the staff team. This has a negative effect on staff's practice and well-being. For example, new staff report feeling as though they have been 'thrown in at the deep end'. Longstanding members of staff express their concern that there has been a recent decline in standards.
- The weak oversight of the setting means that required documentation is not available for inspection. Therefore, these documents could not be checked at the inspection to ensure that all staff are fully suitable for their roles. For example,

the provider does not consistently record evidence of all recruitment and vetting checks completed for staff. In addition, some first-aid certificates are not available for inspection. This poor practice compromises children's safety and well-being.

- The provider relies on the host school to provide assurances of some staff's paediatric first-aid qualifications instead of seeking this evidence for themselves. As a result, on the day of the inspection, they could not provide assurances of some qualifications, including that at least one member of staff who holds a valid paediatric first-aid qualification is available at all times when children are present. This places children at risk of harm. Steps were taken on the day of the inspection to address this in the short term.
- Despite new staff accessing online safeguarding training, the manager and provider have not checked that they have understood this and can apply the principles in practice. For example, some new staff do not know what to do should they have a concern about the conduct of a colleague. This places children at risk of harm.
- The provider does not have robust systems in place for the effective coaching and supervision of staff. This poor practice means that staff are not supported in their individual roles from the outset. In addition, longstanding members of staff are not provided with any further continuous professional development opportunities that help to enhance their current skills and improve outcomes for children.
- Staff promote children's independence and encourage them to eat healthily. For example, children have a go at peeling and chopping fruit and confidently pour their own drinks.
- Staff are good role models and have high expectations for children's behaviour. They set clear rules and boundaries, which are discussed and agreed upon with the children. As a result, children behave well and are kind, courteous and respectful. Older children show care and concern for younger children, explaining the rules of a game, for example, so they can participate.

Safeguarding

The arrangements for safeguarding are not effective.

Staff's suitability, qualifications and training cannot be verified due to some of the required documentation not being available during the inspection. Not all staff have a thorough understanding of all aspects of safeguarding procedures. This leaves children vulnerable and at risk. The setting is safe and secure. Staff work closely with the host school to ensure that children receive consistent levels of care and that the premises remain suitable for use.

What does the setting need to do to improve?

The provision is not meeting requirements and Ofsted intends to take enforcement action.

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

	Due date
ensure that all required documentation is available for inspection	15/12/2023
ensure all staff understand how to implement the setting's safeguarding policies and procedures so they are able to respond to concerns appropriately	15/12/2023
ensure that at least one person who holds a valid paediatric first-aid qualification is always on site when children are present	15/12/2023
implement robust induction procedures to ensure all staff have the knowledge and skills to fulfil their roles and responsibilities	15/12/2023
ensure that all staff are provided with sufficient coaching, supervision and opportunities for continuous professional development to secure a high-quality workforce.	15/12/2023

Setting details

Unique reference number	EY496774
Local authority	Lancashire
Inspection number	10318862
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Out-of-school day care
Age range of children at time of inspection	5 to 11
Total number of places	30
Number of children on roll	45
Name of registered person	Progressive Childcare Ltd
Registered person unique reference number	RP903061
Telephone number	07901333299
Date of previous inspection	6 February 2018

Information about this early years setting

Progressive Childcare @ St Chad's Primary School registered in 2016. The club employs five members of childcare staff. Of these, two hold appropriate early years qualifications at level 3. The club opens from Monday to Friday, during term time only. Sessions are from 7.45am to 9am and 3.15pm to 6pm.

Information about this inspection

Inspector

Donna Birch

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 provider.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- Children spoke to the inspector about what they enjoy doing while at the club.
- Staff spoke to the inspector throughout the inspection.
- The inspector observed interactions between staff and the children.
- The inspector spoke to the provider about the leadership and management of the setting.
- The inspector looked at relevant documentation.

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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