

Inspection of Sunflower Sherards

Ployters Road, Harlow, Essex CM18 7PS

Inspection date: 5 November 2024

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

Good

What is it like to attend this early years setting?

The provision is inadequate

The provider's oversight of the pre-school is poor and they have very little contact with the staff. The provider has failed to respond to staff's requests for training and support. They do not ensure that staff know who to inform in the event of an allegation being made about staff. Children with special educational needs and/or disabilities (SEND) do not have the support they are entitled to. Consequently, children's safety and welfare cannot be assured. Despite this, staff are committed to their roles, and they do the best they can for the children with the knowledge and resources they do have.

Children settle well and form strong attachments to staff who show they care for them. They are happy and content at the pre-school. Staff foster children's imagination through their interactions. They pretend to be workers at a car wash as the children excitedly drive under a tunnel. Staff encourage children's independence. Children learn to do 'coat flips' to put on their coat and concentrate as they persevere to do up their zips. Children are well behaved and know what is expected of them. They patiently wait their turn for the bicycle they want. Children listen to staff and follow their instructions. Staff promote good manners and turn-taking. They are kind and patient with children who go to them for reassurance and hugs.

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

- The provider does not ensure that staff receive the required training to help them understand their roles and responsibilities or the appropriate guidance and support to develop their practice. Staff identify and inform the provider of their training needs. However, the provider has failed to respond to these requests. Consequently, staff's morale is low.
- The provider does not make sure that staffing arrangements are effective. This means, at times, the needs of all children are not met and their safety and welfare are compromised.
- The provider has failed to ensure that staff know the procedure to follow if an allegation is made about a staff member. Staff do not know the person to report concerns to within the organisation or the outside agencies they need to contact. This does not keep children safe.
- Despite many requests from staff, the provider has failed to ensure that staff are appropriately trained to enable them to effectively support children with SEND. Staff do the best they can to meet children's needs. However, their lack of training means that the children do not receive the support they need to make good progress.
- The provider fails to adhere to employment law. Staff do not receive the appropriate breaks they are entitled to when working with children. This poses a

risk to children's welfare and does not promote staff's well-being.

- Despite the significant weakness in the provider's oversight of the pre-school, staff provide a well-resourced and stimulating environment indoors and outside. This allows children to develop their own imagination and lead their own learning. Children confidentially explore the environment and develop their problem-solving and thinking skills well.
- Staff are committed to providing children with the best care and education they can. They get to know children's likes and interests and plan activities that support children in leading their own learning. However, the provider does not ensure that the planning is tailored to support children with SEND or that it captures their individual learning to help them to make the best possible progress.
- Staff support children's early language skills. Children enjoy choosing nursery rhymes to sing. They copy staff's actions and excitedly sing some of the words. Children take part in physical exercise. They enjoy parachute games where they run underneath and lift the parachute up and down.

Safeguarding

The arrangements for safeguarding are not effective.

There is not an open and positive culture around safeguarding that puts children's interests first.

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
ensure the safeguarding policy includes the action to be taken in the event of an allegation being made against a member of staff	20/12/2024
train all staff to understand the safeguarding policy and procedures, particularly the action to take if an allegation is made about an adult working with children	20/12/2024

ensure managers and staff receive effective supervision that offers them support and provides them with the opportunity to raise training needs and discuss sensitive issues and fosters continuous improvement	20/12/2024
make sure that staffing arrangements meet the needs of all children to ensure their safety	20/12/2024
put in place appropriate arrangements to support children with special educational needs and/or disabilities	20/12/2024
ensure other legal obligations are adhered to, with particular regard to employment law	20/12/2024
ensure the level of achievement and learning styles of children with special educational needs and/or disabilities are understood and the information is used to plan learning experiences that are tailored to meet their needs.	20/12/2024

Setting details

Unique reference number	EY420549
Local authority	Essex
Inspection number	10372871
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 at time of inspection	2 to 4
Total number of places	16
Number of children on roll	16
Name of registered person	Great Parndon Community Association
Registered person unique reference number	RP910034
Telephone number	01279 291 399
Date of previous inspection	22 November 2022

Information about this early years setting

Sunflower Sherards registered in 2010. The pre-school employs three members of childcare staff. All staff hold appropriate early years qualifications at level 3. The pre-school opens from Monday to Friday during term time. Sessions are from 8.45am to 11.45am and from 11.45pm to 2.45pm. The pre-school offers government funded places for children aged from two to four years and children in receipt of funding for disadvantage.

Information about this inspection

Inspector

Daniella Adams

Inspection activities

- 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 observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- Staff and children spoke to the inspector during the inspection.
- The inspector and the manager carried out a joint observation of an activity.
- The inspector spoke to parents and took account of their views.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the pre-school.

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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