

Oswestry Methodist Church Pre-School

Methodist Church, Castle Street, OSWESTRY, Shropshire SY11 1JZ



Inspection date	12 September 2018
Previous inspection date	20 April 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

The provision is inadequate

- The arrangements to help ensure staff are suitable to work with children are not effective. The committee do not obtain Disclosure and Barring Service checks for all staff.
- The committee is unable to demonstrate that they follow robust recruitment procedures for all staff because they do not maintain important records.
- The chairperson of the committee changed six months ago. However, the provider has failed to notify Ofsted of this change.
- The committee does not provide effective supervision for the manager of the pre-school.
- Self-evaluation is weak. The committee do not identify or tackle weaknesses in practice quickly enough. Leaders do not use the views of others effectively in self-evaluation.
- Staff do not promote older children's engagement in learning to the highest level.

It has the following strengths

- Staff have a good knowledge of the child protection procedures. They work closely with other professionals to help promote children's well-being.
- Staff effectively monitor children's learning. They have worked hard to reduce any differences in the progress of groups of children.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
obtain an enhanced Disclosure and Barring Service check for every member of staff	12/11/2018
record staff's Disclosure and Barring Service check reference number, the date a disclosure was obtained and details of who obtained it	12/11/2018
ensure that recruitment processes are robust enough to make sure that only those cleared as suitable to have regular contact with children are employed	12/11/2018
develop an in-depth understanding of the changes that must be notified to Ofsted and the timescale that they must be made within	12/11/2018
provide the manager with effective supervision to help them improve their effectiveness, discuss any issues and receive support in how to address concerns.	12/11/2018

To further improve the quality of the early years provision the provider should:

- strengthen self-evaluation to swiftly address all weakness in the quality of the provision and to include and quickly act upon the views of others
- strengthen teaching to further raise older children's levels of engagement in learning.

Inspection activities

- The inspector completed a joint observation with the manager.
- The inspector took account of parents' views. He also spoke with children throughout the inspection.
- The inspector had a tour of the pre-school. He discussed procedures for assessing risks in the environment.
- The inspector held a meeting with the manager. He looked at relevant documentation, such as evidence of the suitability of all those working on the premises. He discussed self-evaluation.
- The inspector observed the quality of teaching during a range of activities and assessed the impact on children's learning. He looked at children's records and discussed the monitoring of the progress of children.

Inspector
Scott Thomas-White

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The committee has employed two new members of staff in the past two years. However, there are no records held to demonstrate that they have obtained a Disclosure and Barring Service check and followed appropriate vetting procedures for these staff. The manager is aware of this and does ensure that these unvetted staff do not work unsupervised with the children. The records of the Disclosure and Barring Service checks obtained for the rest of the staff are incomplete. The committee fails to understand the requirement to notify Ofsted of changes, such as the change of the chairperson, six months ago. The chairperson does not have any contact with the children; however, she has not provided Ofsted with the necessary information. Therefore, Ofsted has been unable to check if the new chairperson is suitable to form part of the committee who runs the pre-school. The supervision arrangements are variable. The manager provides effective supervision for staff. He gives them feedback to help them improve their performance. However, despite the manager having contact with children and families the committee do not provide him with supervision. This means they do not effectively support the manager in his role and enable him to discuss any issues, such as concerns about children. Self-evaluation is not effective. The committee is slow to act on the views of others to help improve the pre-school. The staff identify areas for improvement, such as the garden and the local authority adviser has made suggestions of how to develop the environment. However, the committee has not quickly acted on any of these ideas. Staff do not encourage parents to share their views effectively or regularly to help identify ways to further improve. The professional development opportunities provided for staff have a positive impact on their teaching. Some staff have furthered their qualifications and used the skills gained to enhance their teaching, such as further promoting children's interest in reading.

Quality of teaching, learning and assessment is good

Staff find out what children know and can do from parents when they start attending. They assess children's starting points accurately. Staff quickly identify gaps in children's learning and seek additional help for children from other agencies. Teaching is strong. Staff effectively support children who speak English as an additional language to develop good communication skills. For example, they use signing to help children understand the meaning of words. Staff plan for children's interests from home well. For instance, they use information from parents about children's enjoyment of using computer tablets to help develop their technology skills. Staff teach children the skills they need for the next stage in their learning, including school. The oldest children learn how to sort and categorise items into different groups by their colour.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management have a significant impact on children's safety and welfare. Nevertheless, staff attentively care for children and promote their good behaviour. They help children to understand behaviour expectations through positive reinforcement, such as sitting down to eat. Staff provide nutritious snacks for children. There are plenty of opportunities for children to be active, such as clambering up the climbing apparatus. This helps to promote children's healthy lifestyles. The

arrangements to help children to settle when they first start are strong. This helps children to quickly feel secure in their new environment.

Outcomes for children are good

All children make good progress in their learning, including those who the pre-school receives funding for. Children have good levels of independence. They can spread butter on a cracker at snack time. Children have good social skills. They can elaborate on the ideas of others as they play cooperatively together. Children are expressive and thoroughly enjoy singing songs as a group. They develop good literacy skills, such as making marks with brushes using paint.

Setting details

Unique reference number	224157
Local authority	Shropshire
Inspection number	10065808
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	2 - 4
Total number of places	42
Number of children on roll	30
Name of registered person	Oswestry Methodist Church Committee
Registered person unique reference number	RP522283
Date of previous inspection	20 April 2016
Telephone number	01691 655879

Oswestry Methodist Church Pre-School registered in 1993. The pre-school employs six members of childcare staff. Of these, all hold appropriate early years qualifications at level 3 or above. The pre-school opens from Monday to Friday, during term time only. Sessions are from 8.30am until 3pm. The pre-school receives funding to provide free early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted 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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