

Inspection of Stepping Stones- cononley Community Primary School

Cononley Primary School, Meadow Lane, Cononley, Keighley, Yorkshire BD20 8NA

Inspection date:

11 May 2022

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

**This
inspection**

Not met (with actions)

Previous
inspection

Not applicable

What is it like to attend this early years setting?

This provision does not meet requirements

Significant weaknesses in safeguarding practice compromise children's safety and welfare. The manager and staff, including those with lead safeguarding roles, do not have a clear enough understanding of some of their safeguarding responsibilities. Although staff attend regular training, they have a poor understanding of how to identify and respond to concerns about children's welfare. The manager does not complete robust recruitment, vetting and employment arrangements to ensure all adults working with children are suitable. This does not help to safeguard children and protect them from harm.

That said, overall, children are happy and settled at the club. They report that they enjoy attending the club and that staff listen and respond to their wishes. Children demonstrate good levels of confidence and self-esteem. They are eager to come into the inclusive club and quickly become engaged in play. Children are encouraged to make independent choices about their activities and help to select the resources available at each session. Staff ensure that children have access to their favourite toys and resources. This helps to keep children motivated and stimulated in play.

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

- There are significant weaknesses in staff supervision and professional development arrangements. As a result, staff do not receive the individual support, coaching and training that they need to understand all of their roles and responsibilities. Subsequently, staff have a poor understanding of the setting's safeguarding policy and how to implement this in practice. They do not know the procedures to follow if they are concerned about a child or in the event an allegation is made against staff. This compromises children's safety and well-being.
- The manager does not ensure accurate and sufficiently detailed records are maintained to help safeguard children. For example, the manager and staff do not keep a written record of their concerns about children's welfare. This means that the designated safeguarding lead does not have access to relevant information, to help to identify any patterns or emerging concerns about children. This does not help to keep children safe or ensure the effective management of the nursery.
- The manager does not complete robust recruitment and vetting checks to ensure staff are suitable to work with children. For example, the manager has not obtained the necessary reference, identity or the enhanced Disclosure and Barring Service checks for all adults working with children. This does not help to ensure the safety and welfare of children.

- Overall, staff know how to support younger children when they first start at the setting. The manager gathers detailed information from parents and teachers to help ensure children's individual needs are consistently met. This helps children settle in quickly at the club.
- Children benefit from the range of play equipment staff provide for them. For example, children enjoy playing with role-play equipment indoors and participate in sports activities in the outdoor areas. Children play with enthusiasm and are fully engaged in their play.
- Children play cooperatively with their friends and share play equipment well. For example, they take turns and patiently wait for their peers while playing sports games. Staff engage well with children during their play, and act as positive role models with their kind and nurturing approach. Children's behaviour is good.
- Staff support and encourage children to make healthy choices. For example, staff provide children with a selection of foods at snack time. They talk to children about the nutritional value of each item and encourage them to choose healthy and well-balanced snacks. Children have plenty of opportunities to play outdoors and benefit from the fresh air and exercise.
- Due to the COVID-19 pandemic, parents do not come into the club. Staff use verbal and written communication to ensure information continues to be shared with parents effectively. Partnerships with parents are good.

Safeguarding

The arrangements for safeguarding are not effective.

The manager and staff do not have a thorough enough understanding of how to recognise the signs and indicators of abuse. They do not understand how to refer their concerns about children to the relevant agencies or how to respond to allegations. This means staff would be unable to take prompt action, to keep children safe and protect them from harm. Furthermore, the manager has not implemented effective safer recruitment processes to ensure that all those working with children are suitable. This compromises children's safety and welfare. That said, the manager and staff use risk assessment to ensure the areas of premises children access are safe.

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
implement the setting's child protection policies and procedures in practice to safeguard children	07/06/2022

provide all staff, including the designated persons for safeguarding in the setting, with safeguarding training to ensure that they understand how to identify and respond to child protection concerns, including allegations made against staff	07/06/2022
take steps to obtain enhanced Disclosure and Barring Service checks for all adults working with children	07/06/2022
implement robust recruitment and vetting checks for all adults working with children, and keep a record of the reference and identity checks completed, and ensure that they are made available to all those who require access to them	07/06/2022
ensure accurate and detailed records are maintained for each child and made available to all those who require access to them	07/06/2022
improve supervision and professional development arrangements, to ensure all staff are provided with the support, coaching and training that they need to develop the level of knowledge and skills required for their roles and responsibilities.	07/06/2022

Setting details

Unique reference number	2550196
Local authority	North Yorkshire
Inspection number	10215708
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	4 to 11
Total number of places	40
Number of children on roll	81
Name of registered person	Clark, Joanna Marie
Registered person unique reference number	RP902978
Telephone number	07557331688
Date of previous inspection	Not applicable

Information about this early years setting

Stepping Stones - cononley Community Primary School registered in 2019. The club is situated in the grounds of Cononley Community Primary School in Keighley. The club employs 10 members of childcare staff. Of these, one member of staff holds a qualification at level 6, and seven hold appropriate qualifications at level 3. The club opens Monday to Friday, term time only. Sessions start from 7.45am until 8.50am, and from 3.30pm until 5.30pm.

Information about this inspection

Inspector

Jennifer Dove

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.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The inspector observed children playing indoors and outdoors. She monitored the levels of engagement between staff and children throughout a range of activities.
- Discussions were held between the staff and the inspector, to help establish their understanding of how to safeguard the children in their care.
- The views and opinions of the children and parents were considered during the inspection.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the club.

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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