

# The Learning Tree

Broadway Primary School, Broadway, Haslingden, ROSSENDALE, Lancashire, BB4 4EH



<b>Inspection date</b>	9 June 2016
Previous inspection date	18 May 2010

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is inadequate

- Not all members of staff who work directly with children have had appropriate suitability checks completed. Consequently, safeguarding procedures are not effective and children are at risk.
- Not all staff have been subject to a robust selection and recruitment process and references have not been obtained from prior employers. Therefore, robust systems of selection and recruitment are not in place and children are at risk.
- Processes for evaluating the setting are not yet robust enough to ensure that all weaknesses are identified and addressed.

### It has the following strengths

- Warm and positive attachments are in place between children and staff. Staff nurture children's needs well and children are settled and happy.
- A range of activities is available for children, these are planned to complement children's learning in school and support children's individual interests.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ ensure that all staff working with children have appropriate suitability checks in place	23/06/2016
■ ensure that processes for selection and recruitment of all staff members are robust and that appropriate vetting processes are carried out.	23/06/2016

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

- focus self-evaluative practice precisely on identifying all areas of weakness, so that they may be addressed in a timely manner.

### Inspection activities

- The inspector observed the quality of teaching and interactions between children and staff during activities indoors and outdoors to assess the impact this has on children's learning and development.
- The inspector held a meeting with the provider and the manager. She looked at relevant documentation, such as, training records, policies and procedures, risk assessments and evidence of the suitability of staff working in the group.
- The inspector spoke to children about the activities they enjoyed at the group and took account of their views.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

### Inspector

Elisia Lee

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are ineffective. Robust safeguarding procedures are not in place. Not all staff have had suitability checks undertaken to ensure they are suitable to work with children. In addition, the selection and recruitment procedures are not robust, as the management team has not gained references for all staff working at the group. Staff attend supervisions, some training opportunities and staff meetings. Staff undertake some self-evaluative practice, for example, they gather the views of children as they plan different activities. However, processes are not yet stringent enough to identify all areas of weakness. Partnerships with school staff and other professionals are in place to help support children's individual needs while at the group.

### **Quality of teaching, learning and assessment is good**

Qualified and experienced staff have a good understanding of how to support children's developing skills as they play. Some staff also work in the school and have a good knowledge of children's needs and interests. Planned activities complement children's experiences in school, for example, children help to care for a school pet. The environment is relaxed and children settle quickly and initiate their own play after a full day at school. A wide range of activities and experiences is available which engage children in all areas of learning. For example, children consider different mathematical concepts as they take part in a baking activity and enjoy using games on the computer. Children enjoy being creative through different art and craft activities and role play activities. Children access the school grounds for outdoor activities and sports activities, such as football. Staff re-shape children's learning through initiating discussion and suggesting ideas as children play.

### **Personal development, behaviour and welfare are inadequate**

Children's welfare is not sufficiently promoted, as safeguarding procedures are not always effectively implemented. However, interactions between children and staff are warm and positive. Children often ask staff to join in their play where they teach children about taking turns and understanding the rules of different games. Staff promote positive behaviour through praising children and by using the same team-point system that is used in school. This system is familiar to children and successfully encourages children to collaborate together, care for one another and work as a team. Staff listen to children, value their opinions and promote independence skills. Children's physical well-being is promoted through daily outdoor play and healthy snacks. Partnerships with parents and school staff are firmly in place which help children to settle when they initially start at the group.

## Setting details

<b>Unique reference number</b>	EY405297
<b>Local authority</b>	Lancashire
<b>Inspection number</b>	850648
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	4 - 11
<b>Total number of places</b>	56
<b>Number of children on roll</b>	56
<b>Name of registered person</b>	TLT Childcare Limited
<b>Registered person unique reference number</b>	RP902484
<b>Date of previous inspection</b>	18 May 2010
<b>Telephone number</b>	07970 358 784

The Learning Tree was registered in 2010. The group is privately owned and managed by two individuals. The group provides before- and after-school care from the Broadway County Primary School in Haslingden, Rossendale in Lancashire. The group employs five members of childcare staff. Of these, three members of staff hold appropriate early years qualifications at level 3 and above. The group operates from 7.45am to 8.40am and from 3pm to 5.30pm Monday to Friday, during term time only.

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