

# Stock Brook Country Club

Inspection report for early years provision

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<b>Unique Reference Number</b>	EY242201
<b>Inspection date</b>	09 April 2008
<b>Inspector</b>	Anne Daly
<b>Setting Address</b>	Queens Park Avenue, Stock, Billericay, Essex, CM12 0SP
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<b>Registered person</b>	Stock Brook Manor (Golf Club) Limited
<b>Type of inspection</b>	Childcare
<b>Type of care</b>	Out of School care, Crèche

## ABOUT THIS INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality of childcare and, if applicable, of nursery education. The inspection was carried out under Part XA Children Act 1989 as introduced by the Care Standards Act 2000 and, where nursery education is provided, under Schedule 26 of the School Standards and Framework Act 1998.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004; the National Standards for under 8s day care and childminding; and, where nursery education is provided, the *Curriculum guidance for the foundation stage*.

The report includes information on any complaints about the childcare provision which Ofsted has received since the last inspection or registration or 1 April 2004 whichever is the later.

### The key inspection judgements and what they mean

*Outstanding: this aspect of the provision is of exceptionally high quality*

*Good: this aspect of the provision is strong*

*Satisfactory: this aspect of the provision is sound*

*Inadequate: this aspect of the provision is not good enough*

For more information about early years inspections, please see the booklet *Are you ready for your inspection?* which is available from Ofsted's website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk).

## THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are satisfactory. The registered person meets the National Standards for under 8s day care and childminding.

### WHAT SORT OF SETTING IS IT?

Stock Brook Country Club is managed by Stock Brook Manor (Golf Club) Limited. It opened the crèche in 2001 and the out of school scheme in 2003. The crèche operates from two designated rooms within the pavilion, while the out of school scheme operates from the pavilion, in addition to also using a dance studio and swimming pool within the Stock Brook Country Club in Billericay. A maximum of 26 children may attend the crèche at any one time, with a maximum of 16 children attending the out of school club. The crèche opens seven days a week throughout the year. Sessions are from 09:15 until 14:00 on Mondays to Fridays and from 09:15 until 13:00 on Saturdays and Sundays. The out of school scheme opens on four days a week during school term time. Sessions are from 16:00 until 18:00 on Tuesdays and Thursdays and from 10:00 until 14:00 on Saturdays and Sundays. The out of school scheme also opens on five days a week during school holidays from 10:00 until 16:00 in addition to the scheme's usual weekend sessions.

There are currently 343 children aged under five years and 110 children aged from five to under eight years on roll. The settings serve the parents and carers using the Stock Brook Country Club, with their children attending for a variety of sessions. The settings currently support a number of children with learning difficulties and/or disabilities and also children who speak English as an additional language.

The settings employ 12 members of staff, of whom seven hold appropriate early years qualifications. The settings receive support from the Pre-school Learning Alliance and from 4Children.

## THE EFFECTIVENESS OF THE PROVISION

### Helping children to be healthy

The provision is good.

Children of all ages are thriving through taking part in an enjoyable range of worthwhile activities to promote their good health and to develop their skills of co-ordination, control, manipulation and movement. The out of school children are able to exercise both inside and outside by participating enthusiastically and clearly enjoying the challenges being presented to them. They understand why they must undertake warming up exercises before participating in specific gymnastic movements. They are given plenty of time to refine their movements and actions, for example, balancing and walking backwards on a narrow beam. Children aged two, three or four years attending the Sunshine Club within the crèche facility have daily opportunities to play outside in the fresh air. They are able to practise large scale movements outside, for example, thoroughly enjoying marching around while playing musical instruments. They are given opportunities to increase their independence when changing shoes and fastening clothing. Younger children are becoming increasingly independent by acquiring control over their bodies and by learning new physical skills, such as climbing into the ball pool. They have many opportunities to learn through using all their senses, for example, when seeing things from a different perspective from the top of an activity cube. Babies have many opportunities to handle and manipulate items, for example, when pressing buttons on toys.

Children's health is being well supported through staff taking positive steps to promote their good health and encouraging them to begin to take responsibility for meeting their own health needs. Older children are independent in their personal care by understanding the need to wash their hands to prevent illness from germs, especially before handling food and after using the toilet. Younger children are being protected from cross-infection during nappy changing by staff following good procedures, such as wearing disposable gloves and disinfecting the changing mat after each child.

Children are being well protected by some staff who have been trained in first aid to ensure confidence when dealing with any first aid situations. The crèche and the out of school club maintain good information regarding children's health backgrounds, especially those children suffering with allergies. Some staff are trained in procedures to support children with specific health needs, for example, in the use of an epipen in the case of anaphylactic shock. Appropriate procedures are in place if a child should require any medication while attending the settings. Staff have obtained written permission from parents and carers for seeking medical advice or treatment for their children in the event of an emergency. Parents and carers are kept well informed of any accidents to their children by countersigning any documentation relating to such accidents.

Children enjoy eating nutritious, balanced meals and snacks supplied by their parents. However, staff still gather information from parents or carers about any allergies or dietary requirements to ensure that children are safeguarded during cooking activities. In addition, this ensures that appropriate steps can be taken if another child's food contains any ingredients to which some children may suffer a severe allergic reaction. Children learn about healthy eating through everyday discussions and fun activities, such as making paper plate faces by using fruit for

facial features. The out of school club children can freely help themselves to water at any time to avoid dehydration, although children attending the crèche can only sometimes help themselves to drinks supplied by their parents or carers.

Children are allowed to rest or sleep peacefully according to their individual needs. Babies and toddlers are able to sleep undisturbed in cots, while older children have cosy areas where they can quietly play or look at books.

### **Protecting children from harm or neglect and helping them stay safe**

The provision is satisfactory.

Crèche children are cared for in a warm and welcoming environment, which is made safe and secure by staff. Written daily risk assessments and procedures for the premises help to safeguard children from potential hazards, with daily checks ensuring that safety equipment is in place, such as socket covers. Some children's creative work is displayed to enhance the welcoming environment and to promote their self-esteem. Children can freely select from a varied range of toys and equipment to successfully promote their individual developmental needs. The clean toys and equipment are regularly checked by staff for damage prior to use by children. Staff plan the play space and resources to ensure that babies are safe and have suitable equipment to meet their needs. Staff often spend time holding or feeding babies, either sitting on bean bags or on very small inappropriate chairs. This impacts on the quality of feeding time for small babies as some staff may require comfortable chairs.

Out of school children are cared for in a safe and secure environment. Staff undertake daily written checks to ensure that the indoor and outdoor areas and the equipment remain safe for children's use. They take positive action when any outdoor area is unsafe, for example, by placing cones over uneven surfaces to prevent tripping accidents. Staff are vigilant about children's safety. Before any children are allowed to use the toilet, staff check the area to ensure that no unvetted persons are in the vicinity before escorting children to the toilet. They also ensure that no unvetted person enters the toilet area being used by children.

Out of school children's safety is paramount when participating in swimming activities and no child is taken swimming without their parents' or carers' prior written permission. Staff holding lifeguard qualifications thoroughly supervise the children at all times, who fully understand that they must stay within the specific cordoned off area of the pool.

Children are able to correctly use appropriate and safe equipment through staff encouraging them to become aware of their own safety and of that of others. Children learn that they have to pick up and tidy away toys to prevent their friends from hurting themselves. They are learning to keep themselves safe through staff encouraging them to develop an awareness of their own personal safety through regular fire drills to ensure that they know what to do if they need to evacuate the premises in an emergency. Special visitors, such as members of the fire service, maintain children's interest in learning how to keep themselves safe.

Children are safeguarded through staff being very aware of the need to ensure that they are only collected by persons authorised by their parents or carers. They are being safeguarded by staff with a sound understanding of the signs and symptoms of possible abuse and who are aware of the appropriate procedures to be followed if they have concerns for a child's safety or well-being. The managers are aware of current government publications, such as 'What to do if you're worried a child is being abused', although do not currently have a copy. The child

protection statement clearly states staff's responsibilities to report suspected child abuse in accordance with the Local Safeguarding Children Board's procedures.

### **Helping children achieve well and enjoy what they do**

The provision is good.

Children have a very busy time at the settings, with regular children arriving happy and eager to participate. They play well together and are developing warm and trusting relationships with the caring staff. They amicably play and learn alongside their peers through the provision of a varied range of stimulating activities to help their developmental progress. Children new to the settings are helped to settle by staff being sensitive to their individual needs. Older children are very familiar with the out of school club's routines and surroundings as evidenced by their happiness and eagerness to participate in all activities.

School aged children attend pre-planned, themed activities. They show great interest in what they do and use initiative in the swimming pool. They swim through hoops at different levels to help them to make very positive relationships with one another. They develop new knowledge and skills, for example, when making cookies. They mix very well together and are building positive, friendly relationships with each other. Staff spend plenty of time playing and joining in with children's activities to enable them to observe what children know and particularly enjoy. Such interaction helps staff to plan appropriate activities covering the ages and interests of all children attending.

Crèche children are purposefully engaged throughout sessions, working and playing enthusiastically, either alone or with others. Their confidence and self-esteem are being promoted through the routines of the crèche staff. They receive plenty of praise and encouragement from staff to promote their positive attitudes to learning, for example, when opening their snacks or successfully completing jigsaw puzzles. Children attending the Sunshine Club respond well to simple instructions from staff, who provide many practical experiences to encourage them to respond to challenges. However, some children are not being fully challenged, for example, when small balls of tissue paper were being prepared by staff.

Younger children are learning to distinguish right from wrong, while forming positive relationships with their peers through staff setting consistent boundaries and appropriately supporting them to develop their skills, such as by encouraging them to take turns. Babies and toddlers have good opportunities to listen to staff to enable them to link words with actions when staff are talking about what they are doing throughout their time at the crèche, for example, when putting them in highchairs for feeding.

Children's individual needs are being well met through staff observing what particular children enjoy while attending the crèche. This enables them to welcome the children and to find particular activities to help them to very quickly settle on their next visit.

### **Helping children make a positive contribution**

The provision is satisfactory.

Children's welfare and care are being well promoted through staff working in partnership with parents or carers to meet their individual needs, for example, at what time babies should be given their bottles. Parents and carers receive some policies and procedures in their information pack, while other policies and procedures are displayed in the entrance vestibule to ensure that they have access to all relevant information. However, some parents or carers of children who

have never attended the crèche are unaware of some of the setting's policies and procedures, which may potentially compromise their children's well-being.

Children are valued and respected as individuals by a very caring staff team to ensure that they develop high self-esteem. They are welcomed by name by staff, treated with respect and made to feel part of the setting. Some children are able to make choices and decisions, for example, by deciding with what they will play, with such freedom enabling them to complete their chosen activities. Some older children attending the crèche are booked into the Sunshine Club, which has structured sessions, although children still have some choice, for example, different table-top activities to develop their hand-eye co-ordination.

The needs of children with learning difficulties and/or disabilities are being sensitively met by staff who are aware of when and how to engage their interests and of how to offer support at different activities to promote their welfare and development. The written statement supports children with learning difficulties and/or disabilities, but is not consistent with current legislation and guidance to fully promote their welfare and development within the settings in partnership with other relevant parties.

Children have some opportunities to learn about the wider society through topics and projects on other countries to foster respect for other beliefs, cultures and traditions, for example, making Chinese lanterns and discussing how the Jews celebrate Hanukkah. Some crèche resources ensure that children are learning to value and respect each other's similarities and differences, especially people with disabilities.

Children display a good understanding of what is considered to be acceptable behaviour and why restrictions are imposed on them. Out of school children know that they have to stay together when moving to different parts of the premises and to remain within a specific area to ensure the safety of all children. Crèche staff explain to children why their behaviour is unacceptable and help them to find solutions to conflicts. All children's desirable behaviour and achievements are frequently acknowledged by staff through praise to further enhance their good behaviour, self-esteem and confidence.

## **Organisation**

The organisation is satisfactory.

Children are protected and their welfare is promoted through rigorous systems to ensure that all adults working with them are suitable for the purpose. There are sound procedures to ensure that children do not have unsupervised access to persons who have not been vetted, for example, vetted staff always supervise children in the public areas of the swimming pool. The management has a strong commitment to furthering their staff's professional development through training and regular appraisals. Staff are working well as a team and are aware of their responsibilities to ensure that sessions run smoothly.

Children are well cared for and supported during their time in the crèche, Sunshine Club or the out of school club. They are age grouped appropriately and those who attend on a regular basis feel secure and confident with the consistent, caring staff team. Children attending the out of school club are benefiting from a staff member holding a childcare qualification and they receive instruction from qualified vetted specialists, for example, in dance or gymnastics.

The required documentation is in place for the safe day-to-day management of the crèche and the out of school club to promote children's welfare and safety. The operational plan includes

a range of policies and procedures to enable the settings to operate safely on a daily basis and to promote children's safety, care and learning. However, they are not shared openly with some parents or carers to ensure the promotion of their children's well-being.

Overall children's needs are met.

### **Improvements since the last inspection**

At the last care inspection, the registered provider was issued with six actions: to ensure that proper precautions are taken to promote safety and to prevent accidents (referring to tripping hazards, hot water and the security of the premises); to request written permission from parents for seeking emergency medical advice or treatment; to keep a written record of medication administered to children and parents signing the record book to acknowledge the entry; to make available to parents and carers a written statement setting out details of the procedures to be followed if they have a complaint; to ensure effective procedures for checking that staff are suitable to work with children and to ensure that all records relating to day care activities are made readily accessible and available for inspection at all times.

Since the last inspection, the registered provider has undertaken a number of measures to improve the care and safety of children. Staff now complete daily risk assessments to promote safety and to prevent accidents. The hot water system and thermostats have been adjusted to prevent children burning themselves when turning on the hot water tap and daily risk assessments now ensure that bollards are placed over all outdoor tripping hazards. Out of school staff are now very vigilant to ensure that children are cared for in a secure base room and always check the toilets before allowing children out of their base room when crèche children and their parents or carers are on the premises. Once the crèche is closed, the main entrance door is locked to enable older children to become very independent.

The partnership with parents and carers and the promotion of children's good health have been improved through staff obtaining written parental consent for seeking any emergency medical advice or treatment, ensuring that children's medical needs can be promptly dealt with in an emergency. No child has required any medication since the last inspection, but staff have prepared a form to record any medication being administered to children. Some parents and carers now have access to a written complaints statement detailing the procedures to be followed if they have a complaint, including how to contact the regulator.

Children are now being safeguarded following the registered provider implementing an effective procedure for staff appointments. The registered provider and staff now have readily accessible records underpinning the successful management of the setting and promoting children's welfare, care and learning.

### **Complaints since the last inspection**

Since the last inspection, there have been no complaints made to Ofsted that required the provider or Ofsted to take any action in order to meet the National Standards.

The provider is required to keep a record of complaints made by parents, which they can see on request. The complaints record may contain complaints other than those made to Ofsted.

## THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are satisfactory. The registered person meets the National Standards for under 8s day care and childminding.

### WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?

#### The quality and standards of the care

To improve the quality and standards of care further the registered person should take account of the following recommendation(s):

- ensure that fresh drinking water is available to crèche children at all times
- obtain a copy of 'What to do if you're worried if a child is being abused'
- consider the provision of a comfortable chair for when staff are holding or feeding babies
- review the arrangements for sharing the written policies and procedures to ensure that all parents and carers of out of school club children fully understand how the welfare of their children is to be maintained
- ensure that the written statement about children with learning difficulties and/or disabilities is consistent with current legislation.

Any complaints about the inspection or the report should be made following the procedures set out in the leaflet *Complaints about Ofsted Early Years: concerns or complaints about Ofsted's role in regulating and inspecting childcare and early education (HMI ref no 2599)* which is available from Ofsted's website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)