

Chillout Kids Club

Fawbert & Barnards (Undl) Primary School, London Road, HARLOW, Essex, CM17 0DA

Inspection date

12/02/2013

Previous inspection date

03/02/2010

The quality and standards of the early years provision

This inspection:

4

Previous inspection:

3

How well the early years provision meets the needs of the range of children who attend 4

The contribution of the early years provision to the well-being of children 4

The effectiveness of the leadership and management of the early years provision 4

The quality and standards of the early years provision

This provision is inadequate

- The owner has failed to make sure that there is a suitably qualified and experienced member of staff in the position of manager. In addition, there she has not identified a qualified person to take charge in their absence. This impacts on the quality of provision being provided to children attending.
- The owner is not able to demonstrate that all staff working with children have been appropriately vetted. This does not protect the safety of those children attending.
- The owner has failed to ensure that the areas used by children are safe and secure. Staff do not keep a record of all accidents and injuries to children in their care. In addition parents are not consistently informed if their child has had an accident. This does not protect the well-being and safety of children.
- The owner has not ensured there is a suitably qualified member of staff who can take the lead for child protection. In addition, not all staff are aware of what the groups safeguarding procedure is. This means that children are not fully protected.
- The organisation of staff is poor. Children are not given enough supervision and support. This creates a chaotic environment with poor behaviour from children.
- Children are not provided with sufficient toys and resources to play with. This in children becoming bored and does not support their development.

It has the following strengths

- There is lots of space for children to run around.

Information about this inspection

Inspections of registered early years provision are:

- scheduled at least once in every inspection cycle – the current cycle ends on 31 July 2016
- scheduled more frequently where Ofsted identifies a need to do so, for example where provision was previously judged inadequate
- brought forward in the inspection cycle where Ofsted has received information that suggests the provision may not be meeting the legal requirements of the Early Years Foundation Stage or where assessment of the provision identifies a need for early inspection
- prioritised where we have received information that the provision is not meeting the requirements of the Early Years Foundation Stage and which suggests children may not be safe
- scheduled at the completion of an investigation into failure to comply with the requirements of the Early Years Foundation Stage.

The provision is also registered on the voluntary and compulsory parts of the Childcare Register. This report includes a judgment about compliance with the requirements of that register.

Inspection activities

- The inspector observed activities in the main play area indoors and viewed the outside play area.
- The inspector held a meeting with the owner of the setting and held discussions with three members of staff working alongside the children.
- The inspector looked at the setting's policies and procedures.
- The inspector took account of the views of some parents spoken to on the day.

Inspector

Ann Cozzi

Full Report

Information about the setting

Chillout Kids Club opened in 2007, it is one of two privately owned out of school provisions. The setting is registered on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. It is situated in the school hall of Fawbert and Barnards Primary School on the outskirts of Harlow, Essex. There is a secure outside area for play. The out of school club serves the local and wider area and is accessible to all children.

Chillout Kids Club employs five members of childcare staff. Of these, one holds an appropriate early years qualification at level 3 and three hold a level 2 qualification. One member of staff is unqualified.

The Kids Club opens Monday to Friday term time only. Sessions are from 3pm until 6pm and children attend for a variety of sessions. There are currently four children attending who are in the early years age group. There are a small number of children attending with special educational needs and/or disabilities.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- make sure that there is a manager in place who holds at least a full and relevant level 3 qualification; with either a minimum of two years experience of working in an early years setting or other suitable experience, that there is there is a named deputy who is capable and qualified to take charge in the manager's absence
- implement a robust procedure for the recruitment of staff including; identity checks, Disclosure and Barring Service checks, verification of qualifications
- put in place an effective policy, and procedure for assessing any risks to children's safety; ensure that they identify aspects of the environment that need to be checked on a regular basis, when and by whom those aspects will be checked, and how the risk will be removed or minimised, review risk assessments regularly
- identify a designated person to take lead responsibility for safeguarding children in the setting, who has undertaken a child protection training course that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect
- ensure that all staff receive training which enables them to understand the setting's safeguarding policy and procedures, and ensure that they have up-to-date knowledge of safeguarding issues.
- ensure that staff deployment provides adequate supervision and support, protecting children's safety and individual needs
- make sure that a written record is maintained of accidents or injuries to children and inform parents and/or carers of any accident or injury sustained by the child on the same day or as soon as reasonably practicable
- put in place effective performance management systems to improve the monitoring and supervision of staff who have contact with children and families; providing opportunities for them to receive support, coaching and training to improve and shape their professional development
- provide a range of resources which support children's play and learning particularly in the prime areas
- ensure that a named practitioner who has the necessary skills to advise other staff on behaviour issues is responsible for the implementation of suitable behaviour management in the setting

- make sure that each child is assigned a key person whose role is to help ensure that every child's care is tailored to meet their individual needs to help the child become familiar with the setting, offer a settled relationship for the child and build a relationship with their parents and other settings that the child attends
- ensure that snacks provided for children are healthy, balanced and nutritious and ensure that fresh drinking water is accessible to children at all times
- make sure that all staff involved in preparing and handling food at snack time have received training in food hygiene
- foster a culture of continuous improvement by implementing self-evaluation to set realistic targets and drive future improvement.

Inspection judgements

How well the early years provision meets the needs of the range of children who attend

Staff demonstrate inadequate knowledge and understanding about the children in their care. Staff engagement with parents is weak because there is no key person system in place. This means that children are not helped to become familiar with the setting or develop a settled relationship with a trusted adult. In addition, parents are not offered the chance to build a purposeful relationship with a named member of staff to support children's learning.

Staff have a poor awareness of what children can and cannot do or their likes and dislikes. They do not engage in any planning to support children's progress in the prime areas of learning. Most staff lack enthusiasm, resulting in their inadequate engagement with children attending. In addition, the provision of age-appropriate toys and resources is inadequate. This lack of engagement and resources results in children who are not supported to engage in play and learning. As a consequence, they become bored and disruptive as they wander around aimlessly, looking for things to do. The activities do not complement their learning in other setting where they spend more time. Therefore, children, including those with special educational needs and/or disabilities, do not make adequate progress in their learning.

Children's self-confidence is inadequately fostered, for example, they show interest in a board game dominated by a group of older children. However, the lack of staff support does not enable their participation in this complex game. Children's engagement in physical play is motivated by their observation of older children. For example, they notice them organising and using school gym equipment. Demonstrating listening and observation skills, they copy their actions.

The contribution of the early years provision to the well-being of children

Children's well-being and welfare is not adequately supported because there is no key person system in place. As a result, their emotional well-being and security during transition between home, school and the Kids Club are not supported. Partnerships with parents are poor and children with special educational needs and/or disabilities do not have their needs adequately met.

The deployment of staff is inadequate, which results in their failure to recognise the needs of children in their care. For example, some staff fail to interact with children as a result, they are not provided with support to access and engage in activities. This leads children to take part in negative behaviour, creating an environment which is chaotic and disorganised. This puts children at risk of hurting themselves and others. In addition, staff engage in inappropriate behaviour management which does not promote children's self-esteem and confidence. For example, they raise their voice to be heard and chastise children in front of their peers.

Children demonstrate a poor understanding about maintaining healthy lifestyles. For example, staff do not promote healthy options because, they are led by children's requests for snacks which are high in sugar. In addition, children are not provided with access to fresh drinking water to ensure that they remain hydrated. Snacks are not always prepared by staff who hold an appropriate food hygiene qualification. This does not ensure that children's health is fully promoted or protected and is a breach of the welfare requirements. Children are not fully enabled to consistently manage their own personal needs and hygiene. This is because the toilet is located near an unlocked exit door which means that they need to be accompanied by staff. While there is access to the school's gym equipment, there are limited physical play opportunities planned by staff.

The effectiveness of the leadership and management of the early years provision

Leadership and management is inadequate. The registered provider has failed to ensure that there is a designated member of staff in the setting who has undertaken appropriate training in child protection. Some staff have completed appropriate training in this area and can identify the signs and symptoms of abuse. However, they are not aware of the Kids Club safeguarding policy and procedure. As a consequence, children are placed at further risk of harm. This is a breach of the welfare requirements and also of the requirements for the Childcare Register. Some risk assessments have been undertaken on the premises and outside play area. However, they are ineffective. This is because they do not cover all areas accessible to children and safety measures in place are inadequate. For example, the setting is not secure. As a result, at times intruders are not prevented from entering the rear door of the building and measures to prevent children leaving from the front and rear exits are ineffective. This is a breach of the welfare requirements and also of the requirements for the Childcare Register.

Children are not safeguarded. The registered provider demonstrates a poor understanding of the Early Years Foundation Stage requirements. She has failed to notify Ofsted of the

departure of her manager and to ensure that suitably qualified staff are in place. She does not ensure that recruitment procedures include appropriate vetting of all staff. These are breaches of the welfare requirements and also of the requirements for the Childcare Register. While the registered provider undertakes annual appraisals of staff, they are ineffective. This is because she has failed to monitor their practice, and as a consequence, has not identified and addressed inconsistent practice and training needs. The delivery of planning is inadequate and fails to meet the needs of children attending. Four staff have relevant paediatric first aid training. Therefore, they are able to provide emergency first aid should a child in their care have an accident. However, on the day of inspection staff failed to record all accidents to children, or notify parents as required. This is a breach of the welfare requirements and also of the requirements for the Childcare Register.

The registered provider has failed to demonstrate how planning ensures the adequate provision of resources and activities. As a result, children are not appropriately supported to achieve well and make progress in their chosen play. Staff do not work with parents, carers and other providers to make sure children are happy, settled and take part in the activities on offer. There is no self-evaluation in place; as a result, staff, parents and children are not asked for their view or opinion of the service provided. Therefore, weaknesses are not identified and there are no plans for improvements. The management and accountability arrangements are unclear amongst staff which has in turn led to low morale and confusion. The setting has links with the local authority development officer although her feedback report was not available on the day of inspection.

The Childcare Register

The requirements for the compulsory part of the Childcare Register are

**Not Met
(with
actions)**

The requirements for the voluntary part of the Childcare Register are

**Not Met
(with
actions)**

To meet the requirements of the Childcare Register the provider must:

- ensure that children receiving childcare are kept safe from harm (Welfare of the children being cared for)
- have effective systems in place to ensure that the manager of the later years provision and any person caring for, or in regular contact with, children: is suitable to work with children which must include obtaining an enhanced Disclosure and Barring check, has skills and experience suitable for the work (Suitability to care for children, or have regular contact)
- ensure that the manager has a qualification at a minimum of level 3 in a relevant area of work (Qualifications and training)
- ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (Suitability and Safety of Premises and Equipment)

- ensure that a child is unable to leave the premises without a person who is caring for children on those premises becoming aware of the child leaving (Suitability and Safety of Premises and Equipment)
- ensure that no one can enter the premises without the knowledge of a person who is caring for children on the premises (Suitability and Safety of Premises and Equipment)
- ensure that all necessary measures are taken to minimise any identified risks (Suitability and Safety of Premises and Equipment)
- ensure that children's behaviour is managed in a suitable manner (How the childcare provision is organised)
- ensure that children receiving childcare are kept safe from harm (Welfare of the children being cared for)
- have effective systems in place to ensure that the manager of the later years provision and any person caring for, or in regular contact with, children: is suitable to work with children which must include obtaining an enhanced Disclosure and Barring check, has skills and experience suitable for the work (Suitability to care for children, or have regular contact)
- ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (Suitability and Safety of Premises and Equipment)
- ensure that a child is unable to leave the premises unsupervised (Suitability and Safety of Premises and Equipment)
- ensure that no one can enter the premises without the knowledge of a person who is caring for children on the premises (Suitability and Safety of Premises and Equipment)
- ensure that all necessary measures are taken to minimise any identified risks (Suitability and Safety of Premises and Equipment)
- ensure that children's behaviour is managed in a suitable manner (How the childcare provision is organised)

What inspection judgements mean

Registered early years provision

Grade	Judgement	Description
Grade 1	Outstanding	Outstanding provision is highly effective in meeting the needs of all children exceptionally well. This ensures that children are very well prepared for the next stage of their learning.
Grade 2	Good	Good provision is effective in delivering provision that meets the needs of all children well. This ensures children are ready for the next stage of their learning.
Grade 3	Satisfactory	Satisfactory provision is performing less well than expectations in one or more of the key areas. It requires improvement in order to be good.
Grade 4	Inadequate	Provision that is inadequate requires significant improvement and/or enforcement action. The provision is failing to give children an acceptable standard of early years education and/or is not meeting the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be inspected again within 12 months of the date of this inspection.
Met		The provision has no children on roll. The inspection judgement is that the provider continues to meet the requirements for registration.
Not met		The provision has no children on roll. The inspection judgement is that the provider does not meet the requirements for registration.

Inspection

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.

Setting details

Unique reference number	EY362853
Local authority	Essex
Inspection number	878478
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	30
Number of children on roll	75
Name of provider	Tracey May Watkins
Date of previous inspection	03/02/2010
Telephone number	07759882887

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Type of provision

For the purposes of this inspection the following definitions apply:

Full-time provision is that which operates for more than three hours. These are usually known as nurseries, nursery schools and pre-schools and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the higher fee for registration.

Sessional provision operates for more than two hours but does not exceed three hours in any one day. These are usually known as pre-schools, kindergartens or nursery schools

and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the lower fee for registration.

Childminders care for one or more children where individual children attend for a period of more than two hours in any one day. They operate from domestic premises, which are usually the childminder's own home. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage.

Out of school provision may be sessional or full-time provision and is delivered before or after school and/or in the summer holidays. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage. Where children receive their Early Years Foundation Stage in school these providers do not have to deliver the learning and development requirements in full but should complement the experiences children receive in school.

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Piccadilly Gate
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