

Energy Kidz Club Out of School Club - Goring

GORING C OF E PRIMARY SCHOOL, Wallingford Road, Reading, RG8 0BG

Inspection date	23/04/2014
Previous inspection date	Not Applicable

The quality and standards of the early years provision	This inspection:	
	Previous inspection:	
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 provider has not ensured they employ a suitable manager or a deputy to work in the manager's absence. This is a breach of requirements and puts children at risk.
- The club is operating without sufficient qualified staff and is not meeting the required staff-to-child ratios. At the inspection, none of the staff held a current first aid certificate. These are further breaches of requirements and compromise children's welfare and well-being.
- All staff, including those from the agency, lack sufficient knowledge and understanding of their roles and responsibilities to meet children's needs. In particular, staff demonstrate a very limited understanding of the learning and development requirements.
- Staff's understanding of safeguarding procedures is weak, which puts children's welfare at risk. Staff deployment, at times, is poor with some staff regularly spending time away from the children during the session, which does not ensure staff meet the children's needs.
- Registers of staff and children's attendance are not accurately completed. This compromises children's safety. Self-evaluation is ineffective to drive improvement.
- Toys and resources are limited in variety and there is little free choice for children to make from these. As a result, some children lack direction and motivation to play.

It has the following strengths

- Children are generally happy and staff form pleasant and fun relationships with them.
- Children benefit from healthy well-balanced food.

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 viewed the main play space.
- The inspector observed children's play, activities and interaction with staff.
- The inspector spoke with the owner of the company, staff, children and a parent during the inspection.
- The inspector sampled available documentation, including attendance registers, staff suitability records and some records of children's progress.
- Key policies, such as that for safeguarding, were viewed on the company's website prior to the inspection.

Inspector

Sheena Bankier

Full report

Information about the setting

Energy Kidz Club Out of School Club at Goring Church of England Primary School registered in 2013. It is operated by a limited company, which took over the running of an after-school club based at the school from a parent committee. The company operate a number of other out-of-school settings. The club is based in the school hall and children have access to the school playground and fields. It is open from 3.15pm to 6pm, term time only. The club is registered on the Early Years Register and both the compulsory and voluntary parts of the Childcare Register. There are currently six children on roll in the early years age group. Older children also attend the club. Four members of staff are employed to work at the club, one of whom holds a childcare qualification at level 3.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action:

We will issue Welfare Requirements Notice requiring the provider to:
employ a manager who holds a full and relevant level 3 qualification and at least two years' experience of working in an early years setting; and ensure at least half of all other staff hold a full and relevant level 2 qualification

ensure there is a named deputy who is capable and qualified to take charge in the manager's absence

ensure there is at least one member of staff who has a current paediatric first aid certificate on the premises at all times when children are present

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

- train all staff to understand the safeguarding policy and procedures, and ensure that all staff have up-to-date knowledge of safeguarding issues
- maintain the required staff-to-children ratios of at least one member of staff for every eight children
- ensure staff are deployed effectively to meet children's needs
- improve staff knowledge and understanding of the learning and development requirements to ensure that they are able to support children through purposeful interaction and activities
- maintain a daily record of the names of the children being cared for on the premises and their hours of attendance.

Inspection judgements

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

Staff working with the children lack knowledge and understanding of the learning and development requirements to implement these adequately. This means they are unable to complement children's learning effectively or plan for children's next steps in learning to support children in making further progress. Staff interaction, while pleasant and fun, lacks purpose. For example, while interacting with children, staff ask some basic questions about what children are doing. However, they do not ask questions to encourage children

to think critically or to explore their ideas further as levels of individual support are poor.

Parents provide staff with some information about the basic starting points of their children's development on entry to the club. Some previous staff have recorded some appropriate observations of children's learning at the club. However, overall, staff do not understand how to do this and, therefore, information in the progress records is limited and not ongoing to support children in developing their skills for the future. Staff give basic feedback to parents about their children's time at the club, which keeps them adequately informed.

The toys and activities are uninspiring and lack variety. As a result, some children show little interest in settling down to play after their day at school and some become boisterous. Staff provide some adequate space for active play in the hall and allow children time to 'let off steam' before they encourage children to make a choice from the limited range of toys and activities on offer. Children enjoy playing with their friends after school and take interest in some activities, such as making paper aeroplanes, which they fly in the hall.

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

None of the staff on duty on the day of the inspection held a current first aid certificate. This means that staff lack essential training to manage children's accidents and injuries, which compromises children's good health and well-being. Staff lack a secure knowledge and understanding of safeguarding issues. This means that they do not have a full understanding of the procedures to follow in the event of concerns arising about children's welfare. As a result, this puts children's well-being and welfare at risk.

Staff greet the children warmly on arrival and ask them about their day at school. The poor selection of unappealing activities, toys and resources results in some children not settling well on arrival as they are uninterested in what is put out. Additional toys and resources are available, although children make few independent choices as these are stored in cupboards. There are no labels to encourage children's understanding of what else is available to play with.

Children form suitable relationships with staff and other children. 'All about me' forms and information on the registration forms provides appropriate information about children's individual needs. Staff demonstrate a suitable knowledge of children and their backgrounds, such as what they like to do and their families. Children are generally happy to attend the club after school and mainly behave appropriately. Staff provide appropriate reminders to children about the boundaries in place and raise their awareness of actions that may cause an accident. For example, they remind the children that they may slip on the floor when running.

Staff provide adequate messages about good hygiene practice, such as reminding children to wash their hands before eating. Children enjoy a healthy well-balanced tea with fruit and salad items. There are some basic opportunities for children to be independent, such

as spreading butter or tuna on their pitta bread. Teatime is a social occasion where children sit together around the table. Children use the outdoor area of the school, which enables them to benefit from fresh air and physical activity. Indoors, children develop skills, such as skipping with ropes.

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

This inspection took place as a result of a concern raised to Ofsted. This related to insufficient staffing to meet the minimum required qualification levels and staff-to-child ratios. At the inspection, it was found that there were no qualified staff to meet the required qualification levels and there are prior incidents where these levels have also not been met. In addition, the provider has not always ensured that the minimum staff-to-child ratios have been met and there is currently no manager employed or a suitable deputy to act as the manager. These are breaches of legal requirements, as set out in the Statutory framework for the Early Years Foundation Stage. In addition the provider is not meeting the associated requirements for the Childcare Register. Furthermore, the provider has not informed Ofsted that the manager has left within the required timescales. This is a further breach of legal requirements. As a result of these breaches of requirements, Ofsted intend to issue a number of welfare requirement notices which the provider must action in order to improve.

Staff working with the children demonstrate a limited understanding of their roles and responsibilities, including implementing the learning and development requirements. Agency staff receive very basic information about their roles and responsibilities, including for safeguarding children and themselves. All staff lack a full knowledge of safeguarding procedures to protect children. Required documentation is not always completed. For example, staff do not always record children's attendance with an accurate time of arrival. This is because they complete the register for most children with the time the school ends and not the time they arrive at the club. This does not protect the children and puts their safety at significant risk. In addition, there is no evidence of when staff work with the children to demonstrate that the adult-to-child ratios are being met.

The provider recognises that there are failures in practice at the club particularly since two qualified staff, including the manager, left. The provider is taking steps to address some issues, such as advertising for new staff, and a member of staff is due to attend first aid training shortly. There are poor procedures to monitor staff performance, although there are processes for supervision and appraisals. However, these are not fully effective to promote staff knowledge and understanding of their roles. Self-evaluation is weak. Although there are appropriate systems in place to gain feedback from children, parents and staff through questionnaires, the current evaluation system does not identify or address key weaknesses and the effect of these on children's outcomes. Parents have access to suitable information about the club, including a website and regular newsletters. A parent spoken to at the inspection reflected that they are satisfied with the level of care and experiences provided for their children.

Staff have little or no knowledge of the learning and development requirements. This has an impact on the experiences they provide to children, which lack depth and quality. As a result, interactions and activities are weak and do not complement or support individual children's learning and progress adequately. There is basic communication in place with the Reception Class teacher, although staff do not always consistently exchange information about children's learning needs to encourage continuity of support to promote their progress.

Staff complete basic safety checks of the hall before children arrive, although they lack knowledge of the risk assessment devised to base this on. They are appropriately aware of promoting children's safety in their care, such as reminding them of the boundaries and ensuring only authorised adults collect children. At times, staff are poorly deployed and some staff spend regular periods not in direct contact with the children. This means children do not always receive adequate support or interaction. Overall, staff have a limited understanding of safeguarding issues. They understand that they should initially report concerns to the senior management team. However, staff lack a suitable awareness of the procedures to follow if they had further concerns about children or staff practice and are unsure of what steps to take to manage these. This means they have no understanding of Local Safeguarding Children Board (LSCB) procedures and are unaware of their existence. This does not equip them with knowledge to ensure they understand how to manage concerns about children's welfare securely. Consequently, children's welfare and well-being cannot be assured at the club. .

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 at least half of all persons caring for children have successfully completed a qualification at a minimum of level 2 in a relevant area of work, and the manager has a qualification at a minimum of level 3 in a relevant area of work (compulsory part of Childcare Register)
- ensure that at least one person who is caring for children has an appropriate first aid qualification (compulsory part of Childcare Register)
- maintain a daily record of the names of the children looked after on the premises and their hours of attendance (compulsory part of the Childcare Register)
- ensure that at least one person has successfully completed a qualification at a

minimum of level 2 in an area of work relevant to the childcare, or training in the core skills as set out in the document 'common core of skills and knowledge for the children's workforce' (voluntary part of the Childcare Register)

- ensure that at least one person who is caring for children has an appropriate first aid qualification (voluntary part of Childcare Register)
- maintain a daily record of the names of the children looked after on the premises and their hours of attendance (voluntary part of the Childcare Register)

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	Requires improvement	The provision is not giving children a good standard of early years education and/or there are minor breaches of the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be monitored and inspected within twelve months of the date of this inspection.
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 monitored and inspected again within six 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	EY473465
Local authority	Oxfordshire
Inspection number	962164
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	4 - 8
Total number of places	24
Number of children on roll	6
Name of provider	Energy Kidz Ltd
Date of previous inspection	not applicable
Telephone number	08455 194470

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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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