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Goxhill Out of School Club.
Goxhill CP School
North End, Goxhill
Barrow-upon-Humber
South Humberside
DN19 7JR

Our Reference EY291170

Dear Goxhill Out of School Club. Committee

Monitoring for provision judged as inadequate

An Ofsted inspector, Anne Barnsley, monitored your provision on 23/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 06/03/2014, we sent you a notice to improve. The actions you were set are included at the end of this letter.

During the monitoring visit the inspector discussed with you the steps you have taken to address the actions raised in the notice to improve. She also had a discussion with members of your staff. The inspector also spoke to a representative from the local authority. She had a tour of the premises and observed children participating in activities. The inspector looked at various documentation including your safer recruitment procedures and your record of staff suitability checks.

The inspector found that you have taken appropriate steps to ensure that recruitment is robust and that all staff have been checked for their suitability to work with children. You have achieved this by completing a course on safer recruitment and by updating the recruitment systems that you use. You make sure that all members of staff have completed the vetting process and that you maintain a record of all staff clearances. You know that you must obtain two references for all new members of staff, one of which must be from their most recent employer and the other must be a character reference. Where possible you are obtaining back-dated references for any existing staff if necessary. These improvements help safeguard children.

Various training courses have been provided for staff and you have ensured that all staff have participated in these. As a result, staff now have a better knowledge and understanding of the seven areas of learning and how to use these effectively to support children's learning and development. Staff are more confident with using

observation to assess children's individual needs and they are now able to ensure that these are met through purposeful, play-based activities that are provided in response to their individual interests and needs. You have more training courses booked for the future, which include one about monitoring practice, another about the characteristics of effective learning and one about play-based activities. These courses will continue to build on the progress that has been made to date by developing staffs' knowledge, understanding and skills. Further to this, you have developed your partnerships with other settings that children attend, which enables staff to take account of children's wider experiences and needs when they plan activities for them. For example, you work more closely with the school to gather information about children who are in the early years age group. You are able to seek advice from the reception teacher about ways in which you can provide support for the children. This helps to ensure that children receive continuity and consistency in their learning and development and are well supported through agreed strategies that meet their individual needs. You have established stronger partnerships with the pre-school by attending training events together and by making better use of the children's resources through sharing them. This enables staff from both settings to work together and to use the resources effectively through their shared understanding of the needs of the children. You have further plans in place to enhance the partnership you have with the children and with their parents by providing a display board for the children and parents to use for their ideas about activities they would like to see in the club. These improvement measures demonstrate that you value the views of other practitioners, parents and children and aspire to successfully meet the needs of all children.

You have improved the monitoring and mentoring systems, which ensures that staff have the appropriate support to develop their skills, knowledge and understanding effectively to enable them to meet children's needs. You have achieved this by introducing regular supervision sessions with all staff to support them and by developing an annual appraisal to identify training needs and set targets for ongoing improvement. Staff have already completed a supervision session and are using the new forms that you have devised to ensure that a consistent approach is used. You are also in the process of introducing a system for observing staff in practice to assess how well they plan, interact and engage with children. This information will form part of their supervision and also contribute to general staff training to ensure that staff adopt consistent practice. The steps you have taken to date, and those that you are in the process of taking, help to ensure that all children receive good quality care and learning from staff who have the appropriate knowledge, understanding and skills for their role.

Having considered all the evidence, the inspector is of the opinion that the setting has taken prompt and effective action to address the points for improvement.

Next steps

The next step will be a full inspection.

Our Reference EY291170

I hope that you have found the visit helpful in promoting improvement in your setting. If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson
National Director, Early Education

Actions

| Action | Due date | Closed date |
|---|------------|-------------|
| ensure the settings recruitment and vetting procedures are adhered to at all times, with specific regard to conducting interviews on prospective staff; seeking references when staff are employed; and recording the Disclosure and Barring Service disclosure reference number, the date it was obtained and details of who obtained it | 23/05/2014 | 23/05/2014 |
| ensure staff develop a good knowledge of the seven areas of learning so that they fully understand children's level of achievement and can more effectively support each child's ongoing development through purposeful play based learning experiences | 23/05/2014 | 23/05/2014 |
| develop links with other childcare providers to ensure information regarding children's progress and next steps is obtained to enable staff to compliment and extend children's learning further | 23/05/2014 | 23/05/2014 |
| conduct regular supervisions and appraisals to monitor the practice of staff so that they receive more effective coaching, monitoring and specific training so that their skills and knowledge is continually enhanced. | 23/05/2014 | 23/05/2014 |
| implement systems to ensure that 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 Service check; is of integrity and good character; and has skills and experience suitable for the work (compulsory part of the Childcare Register). | 23/05/2014 | 23/05/2014 |
| implement systems to ensure that 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 Service check; is of integrity and good character; and has skills and experience suitable for | 23/05/2014 | 23/05/2014 |

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the work (voluntary part of the Childcare Register).