

# Bishopswood After School Club

Bishopswood Infant School, Barlows Road, Tadley, Hampshire, RG26 3NA

## Inspection date

26/06/2014

Previous inspection date

04/10/2011

## 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

- Safeguarding procedures are ineffective in ensuring ongoing staff suitability and their understanding of child protection and associated reporting procedures. This means that children's safety is not sufficiently promoted.
- The provider is in breach of a number of legal requirements, including the failure to implement a mobile phone and camera policy; to implement an effective key-person system; to follow rigorous health and hygiene procedures, and ensure a suitable manager and deputy are in place at the club.
- The provider has not ensured that all documentation is easily available and accessible.
- Staff do not promote children's learning and development well because staff do not understand the relevant requirements, including the need to help children settle.
- The provider's self-evaluation and monitoring procedures are ineffective. The provider has failed to urgently address a number of key issues requiring improvement.

### It has the following strengths

- Staff provide children with outdoor play, which supports their physical development.

## **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 staff daily practices and interaction with children, and undertook a joint observation with the acting manager.
- The inspector spoke to staff and children at appropriate times throughout the inspection.
- The inspector looked at children's registration details, staffing documents and a selection of clubs policies and procedures, including safeguarding.
- The inspector checked evidence of the recruitment, suitability and qualifications of staff working with children.
- The inspector spoke with some parents.

## **Inspector**

Tracy Bartholomew

## **Full report**

### **Information about the setting**

Bishopswood Kids Club operates in Bishopswood Infant school. It started in 1997 and registered with Ofsted in 2001. It operates from the resource room in the school, which includes a kitchen. In addition, the club has use of the school hall and playground. The club opens five days a week during school term time. Sessions are from 7.30am until 8.45am, and from 3.30pm until 5.50pm.

There are currently 38 children on roll in the club, and of these, six children are in the early years age range. Currently, there are five staff. One has a relevant qualification at level 3 and three hold a recognised early years qualification at level 2. The club is registered on the Early Years Register, and on both the compulsory and voluntary parts of the Childcare Register.

### **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 notices to:-

train all staff so they understand the safeguarding policy and procedures, and ensure that all staff have up-to-date knowledge of safeguarding issues, training must enable staff to identify signs of possible abuse and neglect and respond in a timely and appropriate way

ensure the lead practitioner attends a child protection training course so they can identify, understand and respond appropriately to signs of possible abuse and neglect

update and implement the safeguarding policy and procedures to be in line with the Local Safeguarding Children Board (LSCB) guidance and ensure that it covers the use of mobile phones and cameras in the setting

implement effective systems to ensure that committee members are suitable including the provision to Ofsted for an enhanced Disclosure and Barring Service check for all committee members

ensure that a manager is in place who holds a current and relevant qualification at level 3

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

- ensure that there is a named deputy who is suitably qualified and experienced to take charge should the manager be absent
- assign each child a key person to ensure that every child's care is tailored to meet their individual needs effectively, to help the child become familiar with the setting, offer a settled relationship for the child and build a relationship with their parents
- improve knowledge of the learning and development requirements in order to consider the individual needs, interests, and stage of development of each child and use this information to identify their next steps and plan a challenging and enjoyable experience for each child in all of the areas of learning and development
- ensure learning and development is implemented through planned, purposeful play and through a mix of adult-led and child-initiated activity
- promote the good health of children by teaching them to manage their own personal hygiene routines

- develop systems for the effective supervision of staff to identify any training needs and foster a culture of continuous development
- obtain and share information with parents and other professionals working with the children to ensure there is a regular two-way flow of information to offer continuity in children's learning and development.

## Inspection judgements

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

Children are not making secure progress in their learning and development while attending this club. This is because staff do not have a good enough understanding of the learning and development requirements. They fail to understand their duties in helping children's learning and development. Consequently, the staff have a poor understanding of the seven areas of learning and fail to motivate children, and provide them with worthwhile experiences and challenges.

Children spend the majority of their time outside, where they develop their balancing skills when they explore the adventure playground and play football. These activities promote their physical development. Staff generally leave children to decide their play activities from the limited resources on offer. Although, some children seem settled as they play with the footballs, tennis equipment and cones, others appear unengaged and disinterested in the selection on offer. This lack of interest is unnoticed by staff and shows that teaching does not help children's progress.

Children are un-stimulated at the club and their decision-making skills are not supported. This has a negative impact on the children's self-esteem, confidence and independence because they are unable to use toys and resources that engage or excite them. Staff do not find out about children's interests and current skills and abilities. This limits the range of relevant play experiences which they make available to the children.

Partnerships with parents are friendly. Suitable information is shared with parents through notice boards. Staff talk to parents at the end of the day. However, staff do not use these opportunities well enough to talk to parents about their children's interests at home and include these interests in their planning. As a result, children's progress is not supported and they are not making suitable progress, given their ages and stages of development.

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

The provider does not meet some of the safeguarding and welfare requirements of the Early Years Foundation Stage. For example, not all the committee members have been checked to ensure their suitability to have contact with children. This puts children's well-

being and safety at risk as committee members often work in the club while children are in attendance. Furthermore, Ofsted have not been notified of the changes to the committee members. This is a breach of the legal requirements. In addition, children's safety is put further at risk as the staff have a very poor understanding of the safeguarding procedures to follow if they have concerns for a child's well-being. This is detrimental to the safety of the children and places children at risk of harm.

Children's well-being is not adequately supported as the key-person system is not implemented or understood by the staffing team. Staff spoken to do not understand the importance of this and as a result, the children are not developing secure attachments, to feel confident in asking for additional resources, for example. This restricts their play experiences and progress.

Children have a suitable environment in which they are based and have some appropriate resources. However, these are not freely accessible to the children, and subsequently have no play value. Despite this, the children have some opportunities to develop their physical skills as they engage in physical play outside. For example, they negotiate the rungs on the adventure playground equipment. Children generally enjoy being outside but the outdoor area is not used effectively to support children's learning well due to weaknesses in teaching, including poor planning and staff interactions. This limits children's learning overall.

Staff work adequately in partnership with parents to ensure that children's dietary needs are catered for. Staff use this information to offer children suitable alternatives to ensure dietary preferences are maintained, so children are not hungry. Children receive a variety of light snacks upon arrival at the club, such as warm sausage rolls and fish fingers. However, their health is put at risk, as some staff fail to follow good health and hygiene routines. For example, children and staff fail to wash their hands prior to eating their tea or biscuits outside. This jeopardises children's health and put them at risk of cross infection.

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

The committee has failed to meet the requirements of the Early Years Foundation Stage. For example, the provider does not have a suitably trained manager, and there is no named suitable deputy to take over in the absence of the manager. This means that the leadership does not meet requirements. The leadership has some required documentation in place; however, there is no evidence of background checks carried out on new staff or the committee members. This is a breach of legal requirements. Furthermore, the provider does not ensure that all required documentation is easily accessible and available. Therefore, this is a further breach of the legal requirements.

Safeguarding responsibilities have not been met. The designated lead for safeguarding has not attended training. Therefore, they do not have the necessary knowledge and skills to advise and guide staff should they have any concerns about children in their care.

Furthermore, although some staff have attended child- protection training, they still fail to understand their responsibilities in identifying or monitoring concerns about children in their care. This means that children's welfare cannot be assured because staff do not know how to safeguard children adequately, which compromises children's well-being. Children's safety is further compromised because staff do not have an up-to-date safeguarding policy and procedure to refer to. The policy is not written in line with Local Safeguarding Children's Board guidance and what do to report those concerns. In addition, there is no mobile phone or camera policy. This is because the committee and staff are unaware of their responsibility to have this. These are breaches of safeguarding and welfare requirements, which have a negative impact on the safety of children at the club. However, risk assessment procedures are adequate and staff give suitable regard to daily safety checks on the premises, so children play in safety.

Self-evaluation and monitoring procedures are poor. There are no procedures to monitor and evaluate the quality of care. In addition, the provider does not support staff's development as staff do not have regular supervisions or appraisals. There are also no systems in place to complete regular mentoring of staff. These are breaches in legal requirements and do not promote improvements in the quality of teaching, or the staff team's understanding of their individual roles and responsibilities. In addition, the provider has failed to meet the associated requirements of the Childcare Register.

Parents have some opportunities to input their views or feedback on the club's provision through verbal communication and the comments box on the club display board. Partnerships with other agencies that are involved with the children, such as schools, are not yet effective enough to provide consistency in helping to narrow the gap for some children. This results in children not making sufficient progress.

### 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:

- keep and implement a written statement of procedures the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register)
- ensure that the registered person 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 Service check (compulsory part of the Childcare Register)

- ensure that the manager has a qualification at a minimum of level 3 in a relevant area of work (compulsory part of the Childcare Register)
- keep and implement a written statement of procedures the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register)
- ensure that the registered person 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 Service check (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

<b>Unique reference number</b>	110349
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	816983
<b>Type of provision</b>	
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	4 - 11
<b>Total number of places</b>	30
<b>Number of children on roll</b>	38
<b>Name of provider</b>	Bishopswood After School Club Committee
<b>Date of previous inspection</b>	04/10/2011
<b>Telephone number</b>	0118 9813393

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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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