

Groovy Kidz

Bardsey Primary School, Woodacre Lane, BARDSEY, Leeds, West Yorkshire, LS17 9DG

Inspection date	27/05/2014
Previous inspection date	19/05/2010

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 provider has a weak knowledge of the Early Years Foundation Stage. Records, such as insurance and risk assessments, are not suitably kept. This compromises children's safety.
- Staff's understanding of safeguarding procedures is limited and the policy does not include required elements. As a result, children's safety is not supported.
- Staff-to-child ratios are not always maintained. As a result, children are not adequately supervised and their safety is compromised.
- Recruitment procedures are inadequate. Checks to assure staff's suitability are insufficient. Staff have little professional development or induction which means they are not skilled enough to fulfil the requirements of the Early Years Foundation Stage.
- Insufficient qualified staff are present during some sessions. As a result, children's learning and development are not supported.
- Staff do not always promote children's good hygiene and health and staff present do not hold current first-aid certificates.
- The key-person system is ineffective. Information is not effectively shared with parents and children's learning and development is not supported well.

It has the following strengths

- Children's physical development is supported by regular opportunities to play outdoors.

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 lower school hall and playground.
- The inspector held a meeting with the manager and spoke to staff throughout the inspection as appropriate.
- The inspector looked at a sample of children's records and assessment files and planning documentation.
- The inspector checked a sample of policies and procedures and other documents.
- The inspector spoke to parents and took account of their views.

Inspector

Sue Ball

Full report

Information about the setting

Groovy Kidz opened in 2005. It is run by a private individual and operates from Bardsey Primary School in the village of Bardsey near Wetherby. Children have access to the school hall, kitchen, library and external playground facilities. The club is open Monday to Friday, from 7.45am to 9am and from 3.30pm to 6pm, during term time and from 8am to 6pm, during school holidays. It is registered on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. The club offers care to children aged up to 11 years. There are currently 54 children on roll; of these, seven are in the early years age group. There are currently four members of staff. Of these, two hold childcare qualifications at level 3. Two are unqualified, although one is currently working towards a 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 a Welfare Requirements Notice requiring the provider to:

ensure that staff have an up-to-date knowledge of safeguarding issues, with specific regard to procedures to follow should a concern arise about a child or member of staff

ensure the safeguarding policy includes procedures to cover the use of mobile phones and cameras in the setting

implement a robust recruitment and selection system for all staff which demonstrates staff's suitability to work with children; this should include checking work history and obtaining references.

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

- ensure that people looking after children are suitable to fulfil the requirements of the role
- ensure that required staff-to-child ratios are maintained at all times
- ensure that staffing levels meet minimum qualification requirements at all times, particularly during the absence of the manager
- ensure that at least one person who has an appropriate paediatric first-aid qualification is on the premises at all times when children are present
- ensure the good health of children attending the setting is promoted, and that they are supported to develop good hygiene practices with particular regard to hand washing
- ensure the key-person system is used effectively to exchange information with parents and the school to support children's learning and development needs
- ensure that up-to-date public liability insurance is maintained
- ensure that all records are fully maintained, easily available and accessible, with particular regard to documents relating to the suitability of staff
- ensure that there is an effective programme of professional development for all staff, arising from identified staff needs and improving relevant qualifications; this

should particularly address skills required to keep children safe and support children's learning

- ensure all staff receive induction training to help them understand their roles and responsibilities; induction training must include information about emergency evacuation procedures, safeguarding, child protection, the provider's equality policy and health and safety issues.

Inspection judgements

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

Some staff have a fair knowledge of the learning and development requirements of the Early Years Foundation Stage. They adequately provide children with access to a range of activities, which broadly cover all seven areas of learning. However, there are regularly insufficient qualified, knowledgeable staff available to supervise the children and, as a result, children's learning is not supported. Younger children are observed and assessed and this information is used appropriately to plan activities to promote children's next steps in their learning. However, information is not obtained from parents to identify children's abilities at the start of their care at the club, therefore, planning to support future progress is not possible until children have been attending for some time. As a result, it is not possible to plan for individual needs from the outset. Strategies do not exist to exchange information with parents and, as a consequence, children's individual needs cannot always be known.

Resources are set out prior to children arriving at the club. Staff provide children with additional resources when they specifically request these. Despite limited staff knowledge and skills, children are making progress in some areas. They utilise role play to use their imagination and children are observed serving food at a cafe, while developing their literacy skills by taking orders. Children enjoy building a den using soft play and a parachute, negotiating with each other during the process. In this way, they learn from each other to cooperate and work together.

Access to outdoor play supports children's physical development. They enjoy a selection of activities, including an adventure area, a mud kitchen and a variety of scooters and balls. Children from the club have collaborated with the school in which the club is based to raise a number of chickens and delight in feeding and handling these. A system is in place for exchange of information between the club and the school, however, information focuses on the care needs of the children and, as a result, staff are not able to support and extend children's learning.

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

Children's well-being is affected by a lack of consideration given to their safety. There is no system in place for effectively recruiting, selecting and inducting new staff. As a result,

children are at risk. Staff deployment does not always meet the welfare and safeguarding requirements, with insufficient qualified staff on the premises if either the deputy or the manager are not present, or if staff are absent unexpectedly. For example, when the manager is off each week, there is only one qualified member of staff left on site, this does not meet the requirements for qualification. As a result, children are not adequately supervised and staff-to-child ratios are not met. This compromises children's safety.

The manager undertakes regular risk assessments of equipment and premises to ensure children play in a safe environment, with suitable toys and resources. However, fire safety procedures are weak, with no evidence to indicate that regular evacuation drills are carried out. An ineffective key-person system is in place which results in the limited exchange of information between parents and staff. This leads to a failure to ensure children's needs are always known and met. Children's well-being and welfare are not adequately promoted as the club are failing to meet a number of legal requirements.

Despite the lack of priority given to their safety, children are happy and settled and enjoy their time at the club. They independently meet their own care needs. However, staff do not always support children's awareness of how to keep themselves safe as they fail to promote good hygiene practices, for example, they do not encourage them to wash their hands after handling chickens. In addition, staff present do not hold a current first-aid certificate, which compromises children's good health in the event of an accident. Resources and activities are usually selected independently and children are happy to direct their own learning. Displays in the club remind them of the need to eat healthily and the benefits of exercise. Staff support children to resolve disputes over equipment and encourage them to be polite and considerate, as a result, children's behaviour is of an acceptable standard.

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

The provider/manager of the club has a limited understanding of the safeguarding and welfare requirements of the Early Years Foundation Stage. Suitability checks of new staff are not made, with regard to knowing their work history; in addition, references are not obtained. As a result, it is not possible to fully ascertain staff's suitability to work with children and safety is compromised. Staff qualification levels are not maintained and there is frequently only one qualified member of staff on the premises. The Childcare Register requirement to have two suitable persons present on the premises is therefore also not met. Staff-to-child ratios are not maintained, consequently, children's safety is at risk and learning, development and well-being are not supported. There is no member of staff with a current first-aid qualification present on the premises and staff have a limited understanding of safeguarding procedures and the measures they should take if they have a concern about a child in their care or a member of staff. These failings compromise children's safety. There is no policy to cover the use of mobile phones and cameras and staff are allowed to keep phones with them during working hours. As a result of these failings, children are not adequately safeguarded and their safety is called into question. Some documents, such as information relating to the suitability of staff, are not easily available or accessible at inspection. The club's public liability insurance certificate is out of

date and although the manager states this has been renewed, the new certificate was not easily accessible because it is kept off the premises. These requirements of the Early Years Foundation Stage are not met; they are also breaches of the Childcare Register requirements.

A recommendation from the last inspection to develop a system of self-evaluation has not been fully implemented. This has an impact on the ability of the club to deal with the significant weaknesses revealed. Staff undergo annual appraisals, used to identify areas for development, however, this does not result in effective opportunities for professional development. Some members of staff have not attended any professional development or training for a number of years. The provider regularly monitors staff while working alongside them and an informal supervision system is in place, although this is not effective and fails to identify training needs. Staff are not trained in safeguarding procedures and, therefore, cannot fully support children's safety and well-being.

Feedback from parents about the club is positive. They comment that children are happy and settled and staff are very caring. There is some exchange of information between parents and the club about children's learning, but this does not include children's starting points. Therefore, children's ongoing learning and development is not fully supported. The club has made efforts to build more links with the school and a system is in place for a limited exchange of welfare information. The club benefits from staff who also work in the school and, therefore, some opportunities are utilised to extend children's learning gained from the place where they spend most of their time.

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 (compulsory part of the Childcare Register)
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)
- implement and keep a written statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register)
- ensure that at least two suitable persons who have attained the age of 18 are present on the premises at all times (compulsory part of the Childcare Register)
- ensure effective systems are in place so that any person caring for, or in regular

contact with, children is suitable to work with children, is of integrity and good character, has skills and experience suitable for the work and is physically and mentally fit for the work (compulsory part of the Childcare Register)

- ensure that 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 the Childcare Register)
- maintain up-to-date insurance in respect of liability which may be incurred for death, injury, public liability, damage or other loss (compulsory part of the Childcare Register)
- ensure that children receiving childcare are kept safe from harm (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 the Childcare Register)
- implement and keep a written statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register)
- ensure that at least two suitable persons who have attained the age of 18 are present on the premises at all times (voluntary part of the Childcare Register)
- ensure effective systems are in place so that any person caring for, or in regular contact with, children is suitable to work with children, is of integrity and good character, has skills and experience suitable for the work and is physically and mentally fit for the work (voluntary 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)
- maintain up-to-date insurance in respect of liability which may be incurred for death, injury, public liability, damage or other loss (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. We re-inspect nurseries and pre-schools judged as requires improvement within 12 months of the date of 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		There were no children present at the time of the inspection. The inspection judgement is that the provider continues to meet the requirements for registration.
Not met		There were no children present at the time of the inspection. 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	EY301349
Local authority	Leeds
Inspection number	877873
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	30
Number of children on roll	54
Name of provider	Caroline Hullah
Date of previous inspection	19/05/2010
Telephone number	01937 572612

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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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