

The Breakaway Club

Brasshouse Lane, SMETHWICK, West Midlands, B66 1BA

Inspection date	29/07/2014
Previous inspection date	04/04/2012

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

- Children's needs are not met because the provider has failed to meet some of the legal requirements of the Early Years Foundation Stage and the Childcare Register. Therefore, children's welfare and safety is not promoted.
- Children are not effectively safeguarded because the management team's understanding of the legal requirements is weak and safeguarding practice is poor.
- Staff suitability to work with children is not robustly checked and monitoring of staff practice has not been undertaken. In addition to this, Ofsted have not been informed of the name of the manager.
- Children's well-being and safety is not ensured because staff are not always good role models and do not use appropriate behaviour management strategies. This means that children do not always listen to and respond to staff appropriately.
- Children are not provided with a good range of resources and experiences to enable them to make choices about what they would like to do, or that take into account individual needs, which means opportunities to support ongoing learning are missed.
- The key-person system has not been effectively implemented to ensure that younger children get the support and attention that they need.

It has the following strengths

- Children are provided with regular trips to a local park, which supports their physical development and promotes a healthy lifestyle.

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 all indoor areas used by children and at the local park.
- The inspector spoke to the provider, staff and children throughout the inspection.
- The inspector checked for evidence of the suitability and qualifications of staff working with the children.
- The inspector looked at a sample of records and policies relating to children's welfare, health and safety.

Inspector

Julia Galloway

Full report

Information about the setting

The Breakaway Club was registered in 2005 and is on the Early Years Register and both the compulsory and voluntary parts of the Childcare Register. It operates from the main hall in Brasshouse Lane Community Centre, which is located in Smethwick. Children attend from a local area and use facilities, such as the local park, on a regular basis. There are currently 56 children on roll, of these; four children are in the early years age range. The setting is open on various days from 9am to 4.30pm, during school holidays. The setting employs seven members of staff, of which six staff hold an appropriate early years qualification at level 3. The setting caters for children from five to 13 years.

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:

implement a behaviour management policy and procedures and ensure the named practitioner responsible for behaviour management has the necessary skills to advise other staff on behaviour issues and knows how and when to access expert advice

ensure staff are suitable to work with children, specifically in relation to their understanding about how to manage children's behaviour appropriately

ensure staff recruitment and vetting procedures are rigorous and record details of the criminal records disclosure, reference number, the date a disclosure was obtained and details of who obtained it.

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

- ensure the practitioner who has lead responsibility for safeguarding children, provides support, advice and guidance to staff on an ongoing basis and knows what action to be taken if an allegation is made against a member of staff
- implement line management and supervision of all staff to ensure that persons working with children are effectively supported and their personal effectiveness is monitored to promote the interests of children
- ensure the key-person system is implemented effectively so that every child's care is tailored to meet their individual needs, in order to offer a settled relationship for the child and build a relationship with their parents
- implement a policy, and procedures, to promote equality of opportunity for children in your care, including support for children with special educational needs or disabilities.

To further improve the quality of the early years provision the provider should:

- make available to children a range of resources, experiences and activities to enable all children to make individual choices about what they would like to do.

Inspection judgements

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

Children who attend the club come from a wide variety of schools during the school holiday period. Children are provided with a programme of activities, which includes regular trips to the local park. This means that children have regular opportunities to play outside, which supports their physical development. Children report they enjoy using the large play apparatus or playing football in a fenced off area. However, children are not always provided with opportunities to make choices about what they would like to do because activities are directed by the staff and usually involve the whole group. On occasions, when some children do not want to join in with the planned activity, they spend extended periods of time without an alternative activity. When an additional activity is provided, this is often the provision of pencil crayons and paper, with children being told, 'to do some drawing'. Although the club has a wide range of resources and equipment available in a storage unit on site, this equipment is not made available to the children. Consequently, the range of different activities available on a daily basis is poor. This does not provide adequate experiences that support children's individual needs or development.

A key-person system has been introduced and each child has been allocated a key person who supports them during some activities. However, this person changes week by week, despite the fact that some children and staff attend for a number of weeks. This means that staff do not get to know their key children well. For example, they do not know which schools children attend or any specific information about children's learning and development. Not enough focus has been put on establishing this role to support the youngest children in the club; therefore, their individual needs are not routinely taken into account. This results in poorly planned activities that are not differentiated for younger or older children. All children, regardless of their age or ability, are offered the same activity. There are times during the day when staff find it difficult to engage all children in their planned activities because the group is too big and sessions become loud and boisterous. In addition, the activities planned do not adequately match the individual interests of the children. Staff attempt to engage children in some group sessions or games, but the lack of clearly thought-out plans means that staff are often not engaged themselves. For example, during a group game one member of staff attempts to lead the session, but other members of staff do not get involved to support her. As a result, children lose interest, shout out, argue among themselves and do not follow the rules. This does not ensure that children's learning and development is effectively promoted during their time at the club or help children to develop skills to support their ongoing learning.

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

Children's well-being and safety is not assured because some staff are not always good role models and appropriate behaviour management strategies are not being implemented. Staff repeatedly shout at children to 'be quiet' or 'listen to me', which has little effect on children, who also resort to shouting to each other. Consequently, the level of noise in the room is high throughout the day. Staff do not always support each other

when dealing with conflicts between children. In addition to this, some staff do not speak in a calm, positive manner to children. As a result, children respond to adults by answering them back, ignoring instructions and, on occasions, put themselves at risk because they are too boisterous. For example, they throw their lunch boxes and water bottles across the room and argue with each other. Children have worked with staff to identify some rules to be used at the club, such as no shouting. However, staff do not adhere to these rules, which limits any impact of this strategy on children's behaviour. As a result of this poor behaviour management, the children's emotional well-being is not fostered.

The key-person role does not work in practice because not enough consideration has been given to the purpose of such a system. Consequently, the youngest children are not effectively supported by their key person. Furthermore, staff are not able to share with or gain information from parents because they do not always meet and build relationships with their key children's parents.

Staff supervise children by watching them as they play and when children use communal areas they are accompanied by staff at all times, to ensure their safety. They are reminded to wash their hands when they come in from playing outdoors and before they eat meals, which helps to establish routines that promote the children's good health. Children's lunches are stored appropriately and parents are asked to send healthy food items for their children to eat. Snacks available for children to buy include fresh fruit and children are reminded to have regular drinks. This encourages children to eat a balanced diet, which helps promote their understanding of a healthy lifestyle. The setting has appropriate policies and procedures in place for administering any medication and staff have attended the required training, which means that they can administer first aid. As a result, children's health and welfare needs are supported by the staff.

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

The inspection was prioritised following a notification by the provider of an allegation against a member of staff. The inspection found that although the provider notified Ofsted, they did not provide local statutory agencies with this information. As a result, the appropriate investigations have not been carried out. This shows a lack of understanding and knowledge of the safeguarding and welfare requirements of the Early Years Foundation Stage. As a result, children are not effectively safeguarded. The inspection also found that there are a number of additional breaches of requirements of the Early Years Foundation Stage and the Childcare Register. Furthermore, the provider has not informed Ofsted of a change to the manager who has day-to-day responsibility for the club.

Children are not safeguarded effectively because the provider and manager do not fully understand their responsibilities. Although the club has a number of clear policies to support safeguarding practice, these have not been followed. For example, when concerns have been raised, with regards to behaviour management, the provider has not taken all necessary steps to ensure children's well-being and safety is managed. The provider and manager have not effectively monitored staff practice or provided training to ensure that

children's behaviour is managed appropriately. On the day of inspection, additional concerns were raised about staff practice when a member of staff spoke inappropriately to a child. Appropriate action was not taken by the provider to deal with this to remove the member of staff from the situation. This has already been raised as a previous concern and this shows very poor leadership and does not demonstrate that children's welfare and safety is of paramount importance. In addition to this, the provider has not ensured that all staff have been subject to robust and safe recruitment processes. New members of staff who have been recently recruited have not had Disclosure and Barring Service checks carried out by the provider and references are not always obtained. Existing staff who return each year have not had any enquiries made about their ongoing suitability. A performance management system has not been established to enable staff to receive coaching, training or opportunities to discuss and review their performance with the manager. As a result, children's well-being, safety and care are compromised.

The provider has not given enough consideration of how to complement children's ongoing learning during their time at the club. This is because the provider has not ensured that staff access the full range of resources that are readily available, to provide children with play experiences that meet their individual needs. Children spend too much time in one large group, which staff find difficult to manage. Although adult-to-child ratios are appropriate, the planning and subsequent deployment of staff does not ensure that all children are supported to readily engage in activities. This poor organisation contributes to a number of incidents of inappropriate or challenging behaviour and both adults and children resort to communicating by shouting at each other.

Partnership work with parents and other providers is weak. Links with the schools that children attend have not been established. As a result, opportunities to complement children's learning that takes place at school or at home are not identified. However, overall, most children are settled and feedback obtained from children and parents via questionnaires shows that parents and children have some positive experiences at the club. Most staff are friendly and they communicate with parents when children are dropped off and collected. The club receives support from the local authority and has recently revised and implemented new policies and procedures. However, the provider has not undertaken effective self-evaluation to identify areas for improvements or evaluate current practice. This has resulted in significant breaches in requirements and not all recommendations from previous inspections have been met in full. This means that they do not demonstrate the capacity to improve the club for the benefit of the children and their families.

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 any person caring for or in regular contact with children is suitable to do so (compulsory part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)
- implement 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 any person caring for or in regular contact with children is suitable to do so (voluntary part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)
- implement 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).

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	EY341503
Local authority	Sandwell
Inspection number	942129
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	40
Number of children on roll	56
Name of provider	North Smethick Development Trust
Date of previous inspection	04/04/2012
Telephone number	0121 555 5672

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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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