

Barnehurst Breakfast And After School Club

Barnehurst Infant School, Barnehurst Close, ERITH, Kent, DA8 3NL

Inspection date	26/08/2014
Previous inspection date	27/01/2011

The quality and standards of the early years provision	This inspection:	
	Previous inspection:	Met
How well the early years provision meets the needs of the range of children who attend		2
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's recruitment procedures are not robust. The provider relies on Disclosure and Barring Service checks from other employers and does not make checks on the work history of staff members. In addition, staff whose suitability has not been checked by the provider have unsupervised access to children. This compromises children's safety.
- The provider does not have a system in place to train staff on policies and procedures including safeguarding, the use of mobile phones in the setting and emergency evacuation procedures. This compromises children's safety and well-being.
- The safeguarding policy does not cover the use of mobile phones when children are present. As a result, staff are not consistent in the procedures they follow, which poses a risk to children's welfare.

It has the following strengths

- Staff are enthusiastic and they use available resources well to provide a varied range of activities for children.
- Children enjoy small-group activities on the computers, and staff support children's early reading skills well.

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 spoke with children, parents, managers and staff at appropriate times during the day.
- The inspector observed children as they played in the hall and the outside area.
- The inspector sampled a selection of documentation including policies, staff records and children's development files.
- The inspector carried out a joint observation with the provider.

Inspector

Lesley Hodges

Full report

Information about the setting

Barnehurst Breakfast and After School Club registered in 2010. It operates from Barnehurst Infant School in Erith, in the London Borough of Bexley. The club opens during term times from 7.30am until 8.45am for breakfast club and from 3.15pm until 6pm for the after-school club. The holiday club runs from 8am until 6pm in school holidays. The club has access to the main school hall, kitchen with multi-purpose area, an extended services room and a secure outdoor area. The holiday club also uses the hall in the junior school, and children also use the computer suite. The club is registered on the Early Years Register and both the compulsory and voluntary parts of the Childcare Register. Children aged from eight to 11 years also attend. The club currently has 120 children on roll, 35 of whom are in the early years age group. There is total of 16 staff, including casual staff, 13 of whom hold Early Years Childcare qualifications. The manager has a degree in Early Childhood and Youth Studies.

What the setting needs to do to improve further

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

- ensure there are robust recruitment procedures which include recording information about vetting processes that have been completed, including the Disclosure and Barring Service checks, the date a disclosure was obtained and details of who obtained it
- ensure people whose suitability has not been checked do not have unsupervised contact with children being cared for
- ensure all staff receive induction training to help them understand their roles and responsibilities specifically in relation to emergency evacuation procedures and safeguarding
- ensure required records are easily accessible and available for inspection, with specific reference to showing checks have been undertaken on staff through the Disclosure and Barring Service.

Inspection judgements

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

Children enjoy a varied range of activities at the holiday club. Staff use the available resources imaginatively to provide different activities to engage children in their play. Staff

consult children on ideas for activities, which ensures that children feel involved in the club. For example, children choose to make three-dimensional models and pompoms using their creative skills. Staff engage suitably with children to encourage their communication development and build their self-confidence. They give praise when children name the tallest towers in their models and use paint to decorate them.

The provider plans a variety of trips for the children to develop their awareness of their local environment and beyond. For example, children go on trips to local parks, farms and to the seaside. Children and parents say that these trips are enjoyable and provide a variety of experiences for children. Planning for the holiday club is flexible to match children's interests. Children choose to play in the large hall, the outside area or the computer suite. In the large hall, they work with a member of staff to choreograph a dance routine which they show to their friends. This helps to develop a team spirit among the children as those watching happily join in with the dance. It also helps promote children's physical skills as they enjoy exercise through dance.

Children enjoy small-group activities when using computer programs. Staff ask appropriate questions to encourage children to learn new vocabulary. They support children's early reading skills as children sound out letters on the screen.

Development files for those children who attend the after-school club show that staff plan suitably for their developing skills. Staff use their observations of children to plan the next steps in their learning. They share these observations with parents so that parents are informed of children's progress. Staff plan a range of activities to develop children's early writing skills. They work with school staff to plan activities that complement the children's schoolwork. This provides continuity of care for children and builds on what they have learned.

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

Managers do not provide training for staff in the holiday club to ensure that they understand their role in safeguarding children. Holiday club staff do not receive training about all of the setting's policies and procedures. Some staff use and apply the knowledge they have gained from working in other settings, but the managers do not monitor staff effectively. For example, staff are unaware of any procedure for the use of mobile phones and the impact of their use on safeguarding children is not explained. As a result, there is no consistent approach to where staff store their phones, and some staff carry these around with them. Staff do not have appropriate knowledge of how to protect children in the event of an emergency during their time at the holiday club. The provider does not cover evacuation procedures when casual staff are employed and, as most staff are employed casually to work in the holiday club, this has an impact on children's safety and welfare, because they receive conflicting messages from staff. For example, staff point out different areas as being assembly points. Training for permanent staff who work in the after-school club is more organised, with regular meetings and staff appraisals.

The key-person system is effective when children attend the after-school club. Staff

observe and assess children's progress to support their learning. The provider has sound knowledge of children's needs when they attend the holiday club. Parents say that staff welcome children warmly and provide favourite activities to help them to settle in when they are new or unsure. Staff provide an appropriate range of resources for children to use during their time at the club. Children are, therefore, engaged in their play.

Staff support children's medical needs by monitoring them regularly and working in partnership with parents. There is always a specially trained member of staff present when children with specific medical needs attend. Required documentation is kept well by staff so that there is a clear record of medication administered. The provider ensures that at least one member of staff with a paediatric first-aid qualification is on duty to tend to children's minor accidents. Staff complete records and these are signed by parents to acknowledge any accidents and treatment given.

Children enjoy play in the outside area every day. Staff provide a range of activities to develop children's physical skills. Children play with bicycles and scooters that they bring in from home. They play on climbing frames and a pirate ship to develop physical and imaginative skills. Staff provide a further variety of equipment for outside play. This includes tubes to encourage children to make their own communication tools and experiment with different sounds. Staff provide fruit for snacks and a variety of healthy items when they attend the breakfast club. Children can choose water or milk to drink. These measures suitably support children's healthy lifestyles.

Staff remind children about playing safely. They talk with children about potential risks and ask children to identify hazards. This approach helps children to develop awareness of their own personal safety. Children behave appropriately as a result of staff clearly explaining rules and boundaries. Some children attend the holiday club for a couple of days each week as they prepare for joining the breakfast and after-school clubs. This helps them to become familiar with some of the staff and with the facilities of the club before they start school.

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

The inspection took place following concerns raised about the suitability and training of staff, safeguarding practice and safeguarding policy. During the inspection, it was found that, while the provider has a mobile phone policy, casual staff who work in the holiday club are unclear about policies and procedures, including that for the use of mobile phones. This is because the managers have not trained these staff suitably. It means that some staff carry mobile phones with them when they should not. This approach to safeguarding compromises children's safety and breaches the safeguarding and welfare requirements of the Early Years Foundation Stage.

The provider does not have effective procedures for the recruitment of staff, which is a further breach of the safeguarding and welfare requirements. She has failed to carry out checks on the suitability of staff. Disclosure and Barring Service checks are not completed

on casual staff, and evidence of checks for all permanent staff is not available for inspection. The provider relies on Disclosure and Barring Service checks carried out by other employers. This further compromises children's safety. Furthermore, the provider does not carry out checks on the work history of all casual staff. The associated requirements of the Childcare Register are not met.

Staff generally support and supervise children suitably during play activities and routines. They sit with children at the various activities around the room and join in with their play. They supervise the outside area and computer room. Staff deployment and child supervision is, therefore, suitable overall.

The provider has a sound working partnership with the staff at the school where the after-school club is based. They meet regularly to discuss the planning of activities to complement children's learning at school. Parents comment that staff are welcoming and provide information about planned activities and trips so that they can choose the days their children prefer to attend. The provider works with the local authority advisor to review existing equipment and identify ideas for new resources. Recent purchases include a puppet theatre and football table to increase choices for children. The provider has completed a self-evaluation form to identify areas for improvement. She plans to send out questionnaires to children and parents to gather their views of the provision. This demonstrates a capacity to review and improve the setting. The provider demonstrates a sound understanding of the requirement to notify Ofsted of significant events.

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:

- put in place effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with children, which must include obtaining a Disclosure and Barring Service check, and is of integrity and good character (compulsory part of the Childcare Register)
- put in place effective systems to ensure that any person caring for, or in regular contact with children is suitable to work with children, which must include obtaining a Disclosure and Barring Service check, and is of integrity and good character (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	EY416466
Local authority	Bexley
Inspection number	987036
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	3 - 8
Total number of places	50
Number of children on roll	120
Name of provider	Manna-Seh Childcare And Education Ltd
Date of previous inspection	27/01/2011
Telephone number	01322334214

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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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