

Ropley Breakfast and After School Club

Ropley C of E Primary School, Church Street, Ropley, ALRESFORD, Hampshire, SO24 0DS

Inspection date	10/11/2014
Previous inspection date	25/07/2011

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

- The club's trustees do not ensure the safeguarding and welfare requirements are met owing to ineffective monitoring of staff practice. The safeguarding policy does not include the use of mobile phones and cameras or allegations against staff.
- The club's trustees do not ensure that the lead staff member for safeguarding understands the role, and responsibilities and can provide regular support, advice and guidance on safeguarding matters to other staff as and when necessary.
- Staff supervision does not identify their training needs for safeguarding. Staff induction does not identify the roles and responsibilities for all staff.
- Some required records are unavailable for inspection including staff qualification documents and staff identity checks through the vetting process.
- The club's trustees do not ensure there is always a staff member present that holds a current paediatric first-aid certificate. This puts children's well-being at risk.
- Staff deployment is inadequate during outdoor play, which compromises children's safety because staff cannot always either see or hear children.
- Staff do not equip the environment to offer children sufficient challenge in activities.

It has the following strengths

- Children move around freely with space to rest and to relax. They behave 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 had a tour of the premises with the manager.
- The inspector talked with the manager, staff and children, and held a telephone conversation regarding safeguarding matters with a manager of a linked setting.
- The inspector observed children and staff engaged in activities.
- The inspector looked a range of documents including some policies and procedures, risk assessments, and some records for children and staff.

Inspector
Jane Franks

Full report

Information about the setting

Ropley Breakfast and After School Club registered in 2008. It is one of two settings run by the Trustees of Alresford Youth Association. It operates from Ropley Church of England Primary School in Ropley, Hampshire. The club is open to pupils of this school and has the use of the T-section and hall within the school and of the school grounds. The club is registered on the Early Years Register, and the compulsory and voluntary parts of the Childcare Register. There are currently 18 children on roll and of these three are in the early years age range. The club operates Monday to Friday during term-time only. It opens before school from 7.30am to 8.45am and after school from 3pm to 6pm. Children attend for a variety of sessions. There are currently six members of staff who routinely work with the children. Of these, five hold appropriate early years qualifications.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action.

ensure safeguarding policy and procedures are in line with relevant Local Safeguarding Children Board procedures and include an explanation of the action to be taken in the event of an allegation being made against a member of staff, and cover the use of mobile phones and cameras

train all staff to understand the safeguarding policy and procedures, including the role and responsibilities of the lead professional, and ensure all staff have up-to-date knowledge of safeguarding issues

ensure that staff records are easily accessible and available for inspection; in particular information about staff qualifications and the identity checks and vetting processes that have been completed including the Disclosure and Barring Service check.

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

- ensure at least one person who has a current paediatric first-aid certificate is on the premises and available at all times
- implement effective performance management and monitoring systems by putting in place arrangements for the supervision of staff to provide support, and training that fosters a culture of mutual support, teamwork and continuous improvement
- improve procedures for staff induction by ensuring new staff are trained to understand their roles, and responsibilities and that any identified training needs are implemented
- improve staff deployment to ensure children are adequately supervised at all times
- ensure the equipment provided meets the needs of the children present by providing activities to motivate and challenge children.

Inspection judgements

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

Staff provide children with a very limited range of activities from which to choose. Those available offer little to capture children's interest. For example, staff offer an activity

making masks from pre-printed paper ones, which children merely colour in. Children use scissors to cut these out showing some coordination skills but; staff do not provide additional materials or resources to provide added interest. For example, staff do not challenge children to design and create their own masks. The range of experiences on offer is mundane. The activities lack excitement, variation and provide little choice for children of different age groups and abilities. This restricted provision reflects weak planning, means children have little choice and are not encouraged to use their creative skills.

Staff welcome children when they arrive safely at the club with their class teacher. The club has good working relationships with the school staff and this has a positive impact on children's move into the club. Information is shared about the children's day at school, supporting continuity of care. As a result children feel safe, secure and settle quickly after their busy day. Staff gather information from parents on children's health and medical needs, and their likes and dislikes. This gives staff some knowledge of the children's individual needs, interests and abilities when they first join the club. For example, staff know that children like playing with toy cars. However, they only put out three for children's use, which restricts their play.

Staff talk to children about their day at school to support and reinforce their learning during the day. Staff take time to sit and play with children, extending their play to some extent, for instance when taking part in matching and memory games that encourage children to learn to take turns. Children engage in some construction play, using social skills as they chat to their friends and staff about their models.

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

Staff are not deployed effectively to ensure children are suitably supervised at all times. For example, it is difficult to see children in the outdoor sports court when daylight begins to fade early after the clocks change during the autumn term. The position of the court and absence of staff means that children can be neither seen nor heard so staff cannot keep a check on whether they are safe. There is no policy for the use of mobile phones or cameras and child-protection procedures are inadequate. These significant weaknesses mean the staff team put children's safety at significant risk.

Staff help children to learn how to keep themselves and others safe in some situations. For example, children benefit from discussions about what to do in emergencies. They take part in regular emergency drills about fire safety so they are aware of what to do in such situations.

Staff provide a clean and well-maintained environment, although they do not make it particularly welcoming to children by offering a wide range of activities. Children's dietary needs are taken into account from information supplied by parents and the food choices staff see children make. Children follow good hygiene routines, such as washing their hands thoroughly before they eat. Adults follow routine hygiene procedures to ensure that food storage, and preparation areas are kept clean and meet health agency guidelines.

Staff provide nutritious snacks, encouraging children to have a healthy attitude to food. Children enjoy this social time and talk to each other and staff. Staff encourage them to make their own sandwiches, promoting responsibility and life skills.

Children are polite and well-behaved. They show care, and consideration towards their friends and others. They understand the club's rules, take turns and are happy to join in with team games, such as football. They have outdoor play enjoying some opportunities for fresh air and exercise. The record of risk assessment identifies all aspects of the environment that staff check regularly to make sure the toys and equipment used are safe for children's use. However, weaknesses in supervision mean that space is not used effectively outside and children's safety is at potential risk.

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

The club's trustees do not ensure that staff implement the safeguarding and welfare requirements of the Early Years Foundation Stage. This weakness arises because of their lack of involvement in the provision in regard to their legal responsibilities. They do not monitor staff practice effectively. The requirements of the Childcare Register are not met. There is limited monitoring of the club's operation, including the programme of activities and range of resources that staff make available to children.

Not all actions set at the last inspection have been met sufficiently. This shows a poor attitude to driving improvement particularly in the important area of child protection. The trustees have not been sufficiently involved in checking that management evaluates the quality of the provision effectively. They have not overseen the supervision of the manager to ensure she executes her role as the club's designated practitioner for safeguarding. As a result neither the manager nor all the staff understand what to do if they have concerns about a child's welfare. There is no one providing ongoing support, and training for other staff to safeguard children and improve the personal effectiveness of staff. This results in poor organisation of the provision that trustees have not addressed. For example, paediatric first-aid training certificates for some staff have expired. This means there is not always a member of staff at the club with up-to-date knowledge in paediatric first aid. However, staff have had training in the past, certification has only recently expired and one person holds a current first-aid certificate although this is not specifically for young children. These factors mean the risk to children is less significant.

The trustees have recruitment procedures to appoint suitable staff, for example a manager with appropriate qualifications. However, the trustees' induction procedures are not robust. For example, staff do not understand their safeguarding, and child protection roles and responsibilities. Staff understand how to recognise, and respond to the signs and symptoms that would cause them to be concerned for a child's welfare. However, management and staff are unclear as to who is the designated lead for safeguarding. No one provides support, advice and guidance to staff on an ongoing basis.

The trustees' safeguarding policy does not include a statement on the use of mobile phones and cameras or provide a clear explanation of the action to take should an allegation be made against a member of staff. This means that management and staff are unclear of the procedures to follow if they have safeguarding concerns, including knowing which statutory agencies to notify. Identified training needs of staff are not addressed.

Essential information and records relating to children's safe care were not readily accessible when needed for inspection. For example, a complete record of staff checks to demonstrate that all staff have been suitably vetted was unavailable as were staff qualification certificates.

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 the lead practitioner is able to liaise with any local Safeguarding Children Board and Director of Children's Services as appropriate (compulsory part of the Childcare Register)
- ensure all staff are trained on the written statement of procedures to be followed to safeguard children from abuse or neglect (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)
- ensure that at least one person who is caring for children has an appropriate first aid qualification (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	EY386708
Local authority	Hampshire
Inspection number	815871
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	24
Number of children on roll	18
Name of provider	Alresford Youth Association Committee
Date of previous inspection	25/07/2011
Telephone number	01962772381

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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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