

# The Caterpillar Club (Hermitage After School Club)

Hampstead Norreys Road, Hermitage, Thatcham, Berkshire, RG18 9SA



## Inspection date

27 January 2015

Previous inspection date

29 September 2010

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Good	4 2
How well the early years provision meets the needs of the range of children who attend		Good	2
The contribution of the early years provision to the well-being of children		Inadequate	4
The effectiveness of the leadership and management of the early years provision		Inadequate	4
The setting <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is inadequate

- Recruitment procedures are not robust and do not ensure that all persons working with children are suitable to do so.
- Safeguarding training has not been accessed recently by the designated person to support her in her role. As a result, safeguarding policies are out of date and staff have not been informed of the need to declare any changes to their suitability.
- The leadership of the club is weak as self-evaluation and monitoring has not identified breaches in requirements. The provider has also failed to notify Ofsted of changes to the committee.

### It has the following strengths

- Children are involved in decision making at the club, particularly in setting good rules for behaviour and choosing activities. They develop good levels of independence and say they love attending the club.
- Staff understand the importance of allowing children the time and space to become engrossed in their play and encourage them to solve problems for themselves.

## **What the setting needs to do to improve further**

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

- ensure that the lead practitioner for safeguarding attends a child protection training course that enables them to advise and support staff on an ongoing basis and on any specific safeguarding issues
- implement an effective recruitment process to ensure staff suitability, with specific regard to gathering full and relevant information about previous employment history and obtaining and keeping records of references
- inform staff that they are expected to disclose any convictions, cautions, court orders, reprimands and warnings that may affect their suitability to work with children (whether received before or during their employment at the setting)
- implement a safeguarding policy that sets out how child protection concerns will be addressed in line with the guidance and procedures of the Local Safeguarding Children Board and contains the correct procedure to follow should an allegation be made against a member of staff.

### **To meet the requirements of the Childcare Register the provider must:**

- ensure the lead practitioner who takes responsibility for ensuring the safety and welfare of children attends child protection training to enable them to identify and act on any indications that a child may be suffering from harm (compulsory part of the Childcare Register)
- implement an effective system to ensure that the registered person, the manager and any person caring for, or in regular contact with, children (including on a voluntary basis) is suitable to work with children (compulsory part of the Childcare Register)
- inform Ofsted of the name, date of birth, address and telephone number of any partner, director, senior officer or other member of the governing body (compulsory part of the Childcare Register)
- ensure the lead practitioner who takes responsibility for ensuring the safety and welfare of children attends child protection training to enable them to identify and act on any indications that a child may be suffering from harm (voluntary part of the Childcare Register)
- implement an effective system to ensure that the registered person, the manager and any person caring for, or in regular contact with, children (including on a voluntary basis) is suitable to work with children (voluntary part of the Childcare Register).

## **Inspection activities**

- The inspector observed activities in the main hall.
- The inspector spoke to members of staff and children at appropriate times during the inspection, and held a meeting with the manager and a committee member.
- The inspector took account of the views of parents and children spoken to on the day of the inspection.
- The inspector looked at children's records, planning documentation, evidence of the suitability of staff working in the provision and a range of other documentation, including policies and procedures to safeguard children's welfare.

### **Inspector**

Melissa Cox

## Inspection findings

### **How well the early years provision meets the needs of the range of children who attend. This is good**

Staff provide a wide range of activities to motivate children during their play. Children take part in the planning, which enables them to have a say about the projects and play activities on offer. The environment is well thought out, with spaces for children to be creative and imaginative, quiet and comfortable, and for physical play, construction and games. Children investigate and explore the resources with excitement, often remaining focused and working together for prolonged periods. Staff develop children's ability to listen to what they are being told and their confidence to speak in group situations, for example, through 'show and tell' activities. This complements what children learn in school and enables children to develop effective skills for their future learning and development. The staff inform parents daily about all the activities children use, which helps them to engage with their children's learning.

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

Children are happy and have positive relationships with staff. Allocated key persons provide valuable support to help young children to feel safe and secure, particularly when they first join the club. However, their safety cannot be assured because of weaknesses in safeguarding measures. Children's good health is promoted well through a balanced, healthy diet and physical play. The management of children's behaviour is an area of notable strength in the club. The staff team work effectively together to provide a clear structure for children throughout the session. Older children mentor the young children. This promotes friendship and cooperation. Children learn to keep safe, take responsibility and to take turns and share.

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

The provider has a poor understanding of the welfare requirements and safeguarding procedures. They do not obtain a detailed employment history or take up suitable references for staff when they first start, and ongoing suitability checks are not robust. The designated person for safeguarding has not attended recent training and, as a result, is not knowledgeable enough to fulfil their role successfully. Safeguarding procedures are out of date but staff know when and where to report any safeguarding concerns they may have about children. Regular risk assessments ensure hazards are minimised or removed. Accidents, incidents and complaints are recorded appropriately. Staff work well in partnership with other professionals, parents and teachers in the school to ensure the needs of all children are met effectively. Positive steps have been taken to meet the actions and recommendations raised at the last inspection.

## Setting details

<b>Unique reference number</b>	511594
<b>Local authority</b>	West Berkshire (Newbury)
<b>Inspection number</b>	836961
<b>Type of provision</b>	Out of school provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	4 - 8
<b>Total number of places</b>	36
<b>Number of children on roll</b>	10
<b>Name of provider</b>	Caterpillar Club (Hermitage After School Club) Committee
<b>Date of previous inspection</b>	29 September 2010
<b>Telephone number</b>	01635 200 355

The Caterpillar After School Club registered in 2000. It operates from the school hall at Hermitage Primary School, in Hermitage, near Newbury in Berkshire. The club is open weekdays from 3.30pm until 5.45pm during school term times. The club employs four members of staff. It also supports the placement of a number of students from a local secondary school. The club has strong links with the host school.

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.

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