

Squirrels Childcare Ltd

Springhead County Infants School, Cooper Street, Springhead, OLDHAM, Lancashire,
OL4 4QT



Inspection date	26 January 2015
Previous inspection date	9 January 2012

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Satisfactory	3
How well the early years provision meets the needs of the range of children who attend		Requires improvement	3
The contribution of the early years provision to the well-being of children		Requires improvement	3
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Staff's knowledge and understanding of child protection issues is secure and appropriately promotes the safeguarding arrangements.
- Staff complete regular visual checks of the premises before the start of each session and this includes provision for outside play. As a result, children play in a safe environment.
- Children learn about germs and how they can be spread. They follow good hygiene routines, such as hand washing before snack and after using the toilet. They know to use throw-away tissues, which trap germs when they cough or sneeze, to prevent germs from spreading.
- Children are given as much opportunity as possible for energetic outside play. They enjoy football and skipping and move confidently in a range of ways, safely negotiating space and controlling their speed.

It has the following strengths

- Some staff need more support than others and the diverse staff team is not yet working cohesively. For example, staff's expectations and engagement with the children is variable. There are not enough opportunities for staff supervision to improve personal effectiveness.
- Staff sometimes miss opportunities at snack time to further support children's physical, personal, social and emotional development and promote communication and language skills, which hinders children's learning and development.
- The club's action plan does not take full account of the views of children and parents in relation to supporting children's care, learning and play.

What the setting needs to do to improve further

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

- implement staff supervision to enable staff to discuss children's individual needs, identify solutions and receive coaching to improve their personal effectiveness.

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

- build on current self-evaluation strategies and include the views of children and parents to identify and prioritise aspects of the provision to be developed
- engage children more consistently in snack-time routines to further support their physical, personal, social and emotional development and promote communication and language skills.

Inspection activities

- The inspector looked at the premises in relation to health and safety.
- Children's activities were jointly observed and discussed with the deputy manager in relation to staff's engagement with the children.
- The inspector looked at children's records obtained at the point of entry, in addition to other relevant documentation.
- The inspector checked staff's suitability and qualifications and discussed the club's self-evaluation and action plan.
- The inspector took account of the views of children and parents spoken to on the day.

Inspector

Cathleen Howarth

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This requires improvement

Children clearly enjoy their time at the setting and the social and recreational ethos of the club is appropriately promoted. Overall, children are developing the skills, attitudes and dispositions they need to be ready for the next stage of learning, in a fun, safe environment. There are ongoing opportunities for children to participate in energetic outside play and children know to dress themselves according to the weather. For example, they put on their own hats, scarves, gloves and coats. Staff are vigilant and ensure coats are properly fastened in the cold weather. However, children's play and learning is not always well supported. Sometimes, staff miss opportunities at snack time to further support children's physical, personal, social and emotional development and promote communication and language skills.

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

Staff are consistent in managing a wide range of children's differing behaviour. Overall, children are confident and they behave well. Behaviour management strategies are implemented in partnership with parents and appropriately promote children's continuing care and learning. Children are self-motivated to set and clear the tables at snack time. They scrape waste food into a container when they have finished eating and they usually pour their own drinks. However, at snack time staff practice is variable. Sometimes staff miss opportunities to talk to children about menus and the food provided and what they have eaten at school during the day. Some staff complete tasks for children who are capable of doing things for themselves, such as buttering crumpets. Staff teach children safe practices consistently well. For example, children practise the emergency evacuation plan in case they have to leave the setting unexpectedly.

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

Staff have adequate understanding of their responsibilities and a range of policies and procedures support children's health, safety and well-being. At the last inspection, a recommendation was raised to develop the use of self-evaluation. An action plan now identifies and prioritises action to be taken. This includes training for the organisation's special educational needs coordinator, to keep up to date with current practice. It also includes meeting with the headteacher of the school, to review the club's e-safety policy and to improve the key-person system; ensuring children's care, learning and play is tailored to meet their individual needs. However, it does not take full account of the views of children and parents to evaluate children's activities and development. Staff appraisals take place annually and staff training is generally identified and obtained. A member of staff is currently working towards a qualification at level 2 to improve outcomes for children. However, some staff need more support than others and not enough is done to ensure staff receive coaching to improve their personal effectiveness.

Setting details

Unique reference number	EY308045
Local authority	Oldham
Inspection number	877930
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	28
Number of children on roll	42
Name of provider	Squirrels Childcare Ltd
Date of previous inspection	9 January 2012
Telephone number	0161 628 8452

Squirrels Childcare Limited at Springhead County Infant School, Oldham was registered in 1998 and re-registered in 2005 when it became a limited company. The club is one of four settings run by the same company, which also provides creche facilities. The club provides out-of-school care for children attending the school. There are five members of childcare staff employed to work at the club. Of these, three hold appropriate early years qualifications at levels 2 to 4. The club is open during term time from Monday to Friday, from 7.30am to 9am and from 3pm to 6pm. During school holidays the club is open from Monday to Friday from 7.30pm to 6pm.

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