

The Club

St. Nicholas Voluntary Primary School, Church Green, HARPENDEN, Hertfordshire,
AL5 2TP



Inspection date

3 March 2015

Previous inspection date

19 July 2011

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	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		Good	2
The effectiveness of the leadership and management of the early years provision		Good	2
The setting meets legal requirements for early years settings			

Summary of key findings for parents

This provision is good

- Children settle quickly and form secure emotional attachments with each other and the staff. This is because the staff provide positive support and a welcoming environment.
- Children participate in a broad selection of interesting and stimulating activities. As a result, they enjoy coming to the club and are motivated to take part in new opportunities, which are appropriate to their individual needs.
- The staff have exceptionally good links with early years providers in both schools that children attend. As a result, information is effectively shared daily between all significant people in the children's lives, ensuring continuity and cohesion.
- Staff have a secure understanding of the safeguarding and welfare requirements of the Early Years Foundation Stage. This ensures that children's safety and well-being are promoted because staff effectively implement their detailed policies and procedures.

It is not yet outstanding because:

- Performance management and monitoring of staff is effective. However, there is room to improve this further by ensuring that all staff are constantly updating their already good knowledge and practice to continue to provide good learning opportunities for children.
- On occasion, some staff do not make the optimum use of open-ended questions when engaging with children during play activities.

What the setting needs to do to improve further

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

- expand the established staff appraisal and training programme in order to enable staff to consistently improve their already good knowledge and practice
- enhance opportunities for children to think critically during discussions and play by asking more open-ended questions.

Inspection activities

- The inspector observed activities in the resources room, the kitchen and outside.
- The inspector spoke, and discussed practice, with the two managers.
- The inspector spoke to staff and children throughout the inspection.
- The inspector examined a selection of documentation including evidence of the suitability of staff, children's information, policies and procedures.
- The inspector looked at the activity plans, equipment and resources and discussed how they are used to complement and support children's learning and development.

Inspector

Susan Parker

Inspection findings

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

The after school club staff have a secure understanding of the Early Years Foundation Stage. Staff successfully complement the learning that children receive during the main part of the day. They provide a good selection of opportunities, which promote children's skills across all of the areas of learning. Children's communication and language skills are very good. Children's confidence and self-esteem is promoted as they proudly show off their construction models and receive praise from staff for their achievements. However, on occasion, some staff do not use open ended-questions to allow children time to think of an answer. Staff have established effective links and information sharing with children's teachers to ensure that their learning and progress is collaboratively supported. This ensures that any gaps in children's learning are swiftly identified and addressed. As a result, children attending the after school club make good progress in meeting the early learning goals in readiness for full-time school and the next steps in their learning.

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

Staff are friendly and welcoming. Transitions into the club are supported by good links between all adults involved in the children's lives. Children of all ages show they fully understand and comply with safety and behaviour boundaries. The awarding of stickers and reward charts motivate children to behave well and supports their confidence and emotional well-being. Good information sharing and links with parents and teachers ensure that children's routines, care needs and well-being are cooperatively supported. Children are learning about leading healthy lifestyles; they understand the benefits of regular fresh air and exercise. Staff supply healthy snacks and a light tea, which meets children's dietary requirements and preferences. All children are independent in their self-help skills and are encouraged to do things for themselves. Therefore, children's well-being is effectively supported.

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

The managers and staff effectively meet the safeguarding and welfare requirements. They demonstrate a good understanding of how to protect the children in their care. All areas used by children are risk assessed daily and any hazards are minimised. All members of staff have completed safeguarding training and they are familiar with the procedures to be followed in the event of a concern relating to child protection. The managers carry out robust recruitment and induction procedures to ensure that staff are suitable to work with children. Both managers have a secure knowledge and understanding of how to deploy staff effectively, taking into account the types of activities and the different ages and needs of the children. Annual appraisals and monitoring of staff performance ensure that all staff understand current policies and procedures. However, there is room to provide even more training opportunities to support staff's professional development in order to raise children's attainment to the very highest level.

Setting details

Unique reference number	EY414666
Local authority	Hertfordshire
Inspection number	851541
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	32
Number of children on roll	47
Name of provider	Lucie Slough and Rebecca Brown Partnership
Date of previous inspection	19 July 2011
Telephone number	07548593091

The Club was registered in 2010 and operates from areas in St Nicholas Primary School. The club employs four members of childcare staff. Of these, one holds an appropriate early years qualification at level 3. The club opens from Monday to Friday during the school term. Sessions are from 3pm until 6pm. The club provides out of school care for children from St. Nicholas and Roundwood schools.

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