

# Polehampton ASC

Polehampton CE Junior School, Kibblewhite Crescent, Twyford, READING, RG10 9AX



## Inspection date

4 March 2015

Previous inspection date

3 February 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Requires Improvement	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		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

- The leadership team and staff demonstrate an inadequate understanding of the requirements for the Early Years Foundation Stage. Staff fail to supervise new children fully, which puts their safety and well-being at risk.
- Children's safety is significantly compromised. The provider has failed to ensure all staff are suitably vetted and does not maintain a list of completed Disclosure and Barring Service checks on site. These are breaches of requirements.
- Staff knowledge and understanding of safeguarding is weak. As a result, staff do not know their roles and responsibilities regarding child protection and children's safety is significantly compromised.
- The leadership team fail to ensure appropriate staff with first-aid certificates are deployed effectively, and that there is at least one staff member with a valid first-aid certificate present when collecting children from other sites. This compromises children's welfare and well-being.
- The systems for monitoring and evaluating the setting are weak and have failed to identify significant breaches in requirements. This means the provider demonstrates a weak capacity to drive improvement.

### It has the following strengths

- Staff promote children's independence at snack time and support their awareness of healthy eating through the range of healthy foods that they provide.
- Staff provide appropriate opportunities, resources and activities to engage children in their play, both indoors and outdoors.

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

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

- ensure checking and monitoring of staff suitability is robust and records of information about vetting and completed suitability checks are kept, including the criminal records disclosure reference number, the date it was completed and who obtained it
- ensure all records, including those to show information about staff vetting processes, have been completed, are easily accessible and available for inspection
- ensure that there is at least one person with a current paediatric first-aid training is present when collecting children off site, and deploy staff appropriately so that a person with relevant first-aid training can respond to emergencies swiftly
- improve all staff's knowledge and understanding of the safeguarding policy and procedures, to ensure that all staff have up-to-date knowledge of safeguarding issues, including identifying signs of possible abuse and what to do if they had a concern about a child's welfare
- ensure staff are deployed effectively to fully supervise and meet the needs of the children and protect their safety.

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

- develop a secure system for monitoring and self-evaluation, to foster a culture of continuous improvement to promote the interests of children and improve staff practice.

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

- ensure that children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)
- ensure that every person caring for children is alert to any indications that a child may be suffering from harm (compulsory part of the Childcare Register)
- train all staff on the written statement of procedures to be followed to safeguard children from abuse or neglect (compulsory part of the Childcare Register)
- implement effective systems to ensure that any person caring for, or in regular contact with children, is provided is suitable to work with them and has an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register).
- ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)
- ensure that every person caring for children is alert to any indications that a child may be suffering from harm (voluntary part of the Childcare Register)
- implement effective systems to ensure that any person caring for, or in regular contact with, children is provided is suitable to work with them and has an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register).

### **Inspection activities**

- The inspector observed staff practices and their interaction with children.
- The inspector spoke to staff and children at appropriate times throughout the inspection.
- The inspector looked at children's registration details and a selection of the club's policies and procedures, including safeguarding.
- The inspector checked evidence of recruitment, suitability and qualifications of staff working with children.
- The inspector spoke with some parents.

### **Inspector**

Tracy Bartholomew

## Inspection findings

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

Children are suitably occupied at the club. They enjoy exploring and playing with their friends making dens and cosy areas where they can relax and play together. Children enjoy playing team games, which supports their friendships, behaviour and personal and social development, such as, football, which helps them to learn to take turns and follow rules. Children's literacy skills are well supported as they use the white board and markers to draw. Children enjoy exploring with beads which they transform into necklaces and key rings. This supports their physical skills as they thread the beads onto the string and their communication and language skills as they talk and describe what they are making.

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

Children's safety and well-being is put at risk. The leadership team have not ensured sufficient staff have first-aid training. This means that not enough consideration is given to ensuring first-aid treatment can be administered quickly in the event of an emergency. Furthermore, children who are collected from another school are not escorted by a staff member with a first-aid certificate. New children's emotional well-being is compromised as staff fail to supervise them as they leave the main room to go to the garden. For example, new children, unfamiliar with the building, have to find their own way through the corridors to get to the garden. Overall, children benefit from a suitable amount of praise from the staff, which supports their self-esteem and confidence for future skills. The environment in which children play is clean which maintains their health.

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

The leadership team have failed to meet the legal requirements of the Early Years Foundation Stage, and associated Childcare Register. Children's welfare is significantly compromised because not all staff have a Disclosure and Barring Service check to show they are suitable to work with children. In addition, there were no records on site at inspection to demonstrate that these have been completed. Children's health, well-being and safety is further jeopardised as staff have a poor understanding of their roles and responsibilities in child protection. This means that children's welfare cannot be assured as staff are not sure what to do if they are concerned about a child. Although suitable methods are in place for staff supervision and evaluating practice, these are ineffective. These do not highlight poor knowledge and the failure in recruitment processes, which have a negative impact on the outcomes for children. Overall, partnerships with others provide some continuity of care as staff exchange verbal communication with the teachers. Parents speak positively about the club.

## Setting details

<b>Unique reference number</b>	EY467005
<b>Local authority</b>	Wokingham
<b>Inspection number</b>	977601
<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>	50
<b>Number of children on roll</b>	77
<b>Name of provider</b>	Stephanie Benson
<b>Date of previous inspection</b>	3 February 2014
<b>Telephone number</b>	07769 881900

Polehampton After School Club registered in 2013. It is situated in Polehampton Junior School in Twyford, Berkshire. The club operates each weekday, between 7.45am to 8.45am and 3.15pm to 6pm, term time only. The club employs 13 staff, of these three staff hold an appropriate early years qualification.

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