

<b>Inspection date</b>	23 March 2015
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Not applicable	
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

- Staff deployment does not ensure children's safety and children are not always in their line of sight and/or hearing to ensure they are supervised appropriately. As a result, an incident occurred where a small group of younger children left the setting unnoticed by staff.
- Staff fail to review risk assessments or follow the setting's policies and procedures for when children goes missing. They have not taken prompt action following an incident to prevent this from happening again. These failings compromise children's welfare.
- Staff do not maintain an accurate record of children's attendance. They do not keep a written record of all incidents and share these with parents when necessary. This does not promote children's safety or good partnerships.
- Staff practice is not robustly monitored. Self-evaluation is not informed by an accurate understanding of the setting's strengths and weaknesses. This results in several breaches of legal requirements of the Early Years Register and Childcare Register that affect the safety of the children.
- Children do not receive clear messages from staff about how to keep themselves safe.

### It has the following strengths

- The setting provides a varied range of after-school activities that children enjoy and that complement their learning at school.
- There is a range of well-implemented strategies to promote children's emotional well-being, and help them talk about and manage their feelings.

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

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

- take all reasonable steps to prevent children leaving the premises unsupervised, with particular regard to the security of the front door
- improve staffing arrangements to meet the needs of all children and ensure their safety, with particular regard to monitoring where children are in the building to make sure they are within sight and hearing of staff
- keep a daily record of the names of the children being cared for on the premises and their hours of attendance
- maintain records, and share information with parents and Ofsted, with particular regard to any incidents that occur on the premises that affect children's well-being and safety
- implement effective arrangements to supervise and support staff in order to enable them to discuss any issues, particularly those concerning the safety and well-being of children.

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

- Increase the focus on teaching children to manage their own safety.

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

- ensure that a child is unable to leave the premises without a person who is caring for children on those premises becoming aware of the child leaving (compulsory part of the Childcare Register)
- take all necessary measures to minimise any risks to the health or safety of the children and staff in their care (compulsory part of the Childcare Register)
- keep a daily record of the names of the children looked after on the premises and their hours of attendance (compulsory part of the Childcare Register)
- ensure that a child is unable to leave the premises unsupervised except where the childcare is open access childcare, or where the child is aged eight or over and the parent of the child has agreed that they may leave the provision unaccompanied (voluntary part of the Childcare Register)
- take all necessary measures to minimise any risks to the health or safety of the children and staff in their care (voluntary part of the Childcare Register)
- keep a daily record of the names of the children looked after on the premises and their hours of attendance (voluntary part of the Childcare Register).

## **Inspection activities**

- The inspector observed activities in the main indoor areas.
- The inspector spoke to members of staff, parents and children at appropriate times during the inspection, and held a meeting with the owner of the setting.
- The inspector looked at children's records, evidence of the staff's suitability, and a range of other documentation, including policies and procedures to safeguard children's welfare.
- The inspection was carried out following the risk assessment process.

### **Inspector**

Melissa Cox

## Inspection findings

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

The environment is welcoming and staff offer a broad range of activities based on children's ideas and interests. For example, children enjoy playing doctors in the home corner, wrapping each other in bandages and writing out prescriptions. They learn to cooperate with each other as they play board games together. Children enjoy friendly conversations with staff and each other, which develops their communication and language skills. However, some staff do not model safe practices and the very youngest children are not clear about how to behave to ensure their own safety. The club has established links with local schools, that ensure some information is shared regarding children's care needs and general learning.

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

A suitable key-person system operates within the setting. Staff know children well, which helps build friendly relationships. However, poor staff deployment compromises children's well-being and means children are able to play in the bathroom area or exit the premises without staff noticing. The main entrance is not secure and children can easily open the door from the inside. Staff use routines and activities to support the varying needs of the children. Children have daily opportunities for outdoor play and have time to rest and enjoy an after-school snack. Children's behaviour is managed appropriately overall, given their ages. Staff employ a variety of strategies to encourage children to discuss their feelings. Children's medical needs are adequately met. Staff implement suitable hygiene routines to further promote children's good health.

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

The provider has failed to ensure that staff are sufficiently vigilant in their supervision of the children to keep them safe. Staff receive a suitable induction when they start their employment. Despite this, they have a poor understanding of their responsibilities to safeguard children and failed to tell the provider about an incident whereby security measures failed. A review of the safety of the premises was not completed. When the provider was made aware of the incident, during the inspection, she was quick to take action to address some of the issues. This demonstrates a suitable capacity to make the required improvements. Further safeguarding procedures are adequate. Staff attend regular safeguarding training and are aware of who to contact if they have a concern about a child or the behaviour of an adult caring for the children. Suitable procedures are followed when recruiting staff and to check their ongoing suitability. Since registration, the provider has implemented a number of changes on which parents and children comment positively. Parents praise how staff always act on their comments. However, they have not been informed that the incident occurred and that their children may have been involved.

## Setting details

<b>Unique reference number</b>	EY481463
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	1009197
<b>Type of provision</b>	Out of school provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	3 - 8
<b>Total number of places</b>	40
<b>Number of children on roll</b>	12
<b>Name of provider</b>	Casa Clubs Limited
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	07984459433

The Kids Den registered in 2014. It is situated in Farnham, Surrey. The club opens 7.30am to 8.40am for breakfast and 3pm to 6pm after school, Monday to Friday term time only. A holiday club operates from 8am to 6pm Monday to Friday during some school holidays. A team of five staff are employed. They all have appropriate qualifications in childcare at level two and above.

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