

Elm Grove Out of School Club



Elm Grove CP School, Elm Grove, Brighton, East Sussex, BN2 3ES

Inspection date

28 April 2015

Previous inspection date

10 February 2012

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		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 does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- The leadership and management team has not informed Ofsted of changes in leadership and management, as required.
- The leadership and management team has very weak recruitment, vetting and induction procedures and cannot guarantee the suitability of those who work with children or are on the committee. This puts children at risk.
- The lead person for safeguarding has not attended the required training and is not fully aware of all safeguarding procedures. This compromises children's safety.
- Leadership and management do not ensure there is a qualified first-aider on the premises, and present during outings, at all times when children are present. This compromises children's well-being.
- Staff do not implement a key-person system. Consequently, not all children develop secure emotional bonds and staff do not build effective relationships with parents in order to share information about their children's welfare.
- Staff do not effectively plan and organise resources, particularly at the beginning of the session. This means that children do not have effective opportunities to develop independence and make choices about what they wish to do and play with.
- The leadership and management team does not monitor the quality of the provision to identify areas for improvement.

It has the following strengths

- Staff establish strong links with the school in which they are based. This helps them to support the children's care needs.

What the setting needs to do to improve further

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

- improve recruitment systems to ensure that any person working with children is suitable to do so, by carrying out rigorous interviews, applying for Disclosure and Barring Service checks for all staff and committee members, and ensuring suitable references are obtained
- improve the lead practitioner's understanding of the procedures to follow to safeguard children and ensure they obtain the required training for child protection
- ensure at least one person who has a current paediatric first-aid qualification is on the premises and present during outings at all times when children are present
- improve induction procedures to ensure all staff, including managers and committee members, are fully aware of their roles and responsibilities
- implement a key-person system to support children in becoming familiar with the setting and developing secure emotional bonds, and to build effective relationships with parents in order to share regular information about their children's welfare
- improve the planning and organisation of indoor activities and resources, particularly at the beginning of the session, to provide children with effective opportunities to develop their independence and make choices about what they wish to do and play with.

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

- implement effective systems to identify and address any weaknesses in the provision to ensure continuous improvement and promote positive outcomes for all children.

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

- improve recruitment systems to ensure that any person caring for or in regular contact with children is suitable to work with children, which must include obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)
- improve the lead practitioner's understanding of procedures to follow regarding safeguarding children and ensure they obtain the required training for child protection to identify and act on any indications that a child may be suffering from harm (compulsory part of the Childcare Register)
- ensure that at least one person caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)
- ensure Ofsted is informed of any changes in circumstances as soon as possible, but no later than 14 days, including changes to the manager and committee (compulsory part of the Childcare Register).
- improve recruitment systems to ensure any person caring for or in regular contact with working with children is suitable to work with children, which must include obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)
- ensure that at least one person caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)
- ensure Ofsted is informed of any changes in circumstances as soon as possible, but no later than 14 days, including changes to the manager and committee (voluntary part of the Childcare Register).

Inspection activities

- The inspector observed staff interactions with children in both the inside and outside areas of the club and carried out a joint observation with the manager.
- The inspector held ongoing discussions with the manager, staff and children throughout the inspection. The inspector took into account the views of parents spoken to on the day.
- The inspector examined a range of documentation, including a sample of policies and procedures, children's development files, staff files and the setting's safeguarding and complaints procedures.

Inspector

Jacqueline Walter

Inspection findings

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

Children show enthusiasm as they arrive happily and ready to play. Staff warmly welcome them and encourage children to practise their skills and to persevere at activities. For example, after showing children how to use a badge maker, they encourage them to have a go themselves. The staff encourage children to read and follow recipes during baking activities. This helps children to continue their learning and develop their skills after their school day. Although the children are occupied most of the time, there are times when the planning and organisation of activities limits their opportunities to develop independence, choice and decision-making skills. For example, there are no toys or activities set out when they first enter the setting so there is nothing available for them to play with if they do not want to eat at this time. In addition, the resources set out during the rest of the session are often adult led and structured. This limits children's opportunities to explore and play freely using their own ideas.

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

Weaknesses in the leadership and management of the club have an impact on children's well-being. Children's health and safety cannot be guaranteed because staff recruitment and vetting procedures are inadequate. In addition, there are no staff in attendance that hold a current up-to-date qualification in first aid. Staff implement some methods to help children develop a secure emotional bond. They gather details from parents verbally on children's likes and dislikes when they start at the club. However, staff do not implement a key-person system. This restricts the opportunities for them to effectively build relationships with parents and tailor children's care to meet their individual needs. Children learn appropriate hygiene practices through daily routines. They know which foods help them stay well as a result of doing healthy baking activities and making their own choices about the food they eat.

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

The leadership and management team is ineffective. This compromises children's safety and well-being. The leadership and management team has not notified Ofsted of changes in management or committee. This is a breach of requirement but Ofsted does not intend to take action on this occasion. Leaders and managers do not meet the safeguarding and welfare requirements or the associated requirements of the Childcare Register. They cannot provide evidence that they have taken up all references for new staff or that all staff and committee members have completed appropriate checks using the Disclosure and Barring Service. They do not conduct appropriate inductions for staff, which means that staff are not clear about their roles and responsibilities. The acting manager who is currently the lead person for safeguarding has not completed the required child protection training. Consequently, they are not secure in their understanding of procedures to follow

if an allegation is made against a member of staff. The leadership and management team does not carry out effective self-evaluation to drive improvements in children's care. For example, it is unaware that all staff's first-aid qualifications have expired. As a result, children do not have immediate access to current first-aid treatment if required. Staff receive regular support and undertake training to develop their practice, such as attending Jamboree days where they gather and implement ideas for new activities in art and craft. This has helped to support children in developing some skills in exploring materials, tools and techniques.

Setting details

Unique reference number	130784
Local authority	Brighton & Hove
Inspection number	840813
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	4 - 8
Total number of places	60
Number of children on roll	60
Name of provider	Elm Grove Out of School Club Committee
Date of previous inspection	10 February 2012
Telephone number	01273 708004

Elm Grove Out of School Club registered in 1998. It operates from within Elm Grove Junior School, in Brighton, East Sussex. The club is open each weekday during term time from 8am to 9am and from 3.10pm to 6pm. The holiday club is open from 8am to 6pm.

The club employs 11 members of staff. Six of these, including the manager, hold a recognised early years qualification. Two members of staff are working towards a childcare qualification.

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