

Acorn's Out of School Club

Hampstead Norreys Village Hall, Newbury Hill, Hampstead Norreys, Thatcham,
Berkshire, RG18 0TR



Inspection date

6 May 2015

Previous inspection date

14 July 2010

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	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 nominated person has not informed Ofsted of changes to the committee chairperson and so not all committee members have completed suitability checks. This is a breach of the requirements of the Early Years Foundation Stage.
- The recruitment procedures are not robustly implemented as the management team has failed to ensure that all staff and committee members complete Disclosure and Barring Service checks. This compromises children's safety and breaches the requirements of the Early Years Foundation Stage and associated Childcare Register.
- Staff do not maintain an accurate record of children's attendance as required, to promote their welfare.
- Although staff have an awareness of child protection there is no policy implemented regarding the safe use of mobile telephones in the setting, as required.
- Management does not make good use of their reflections on their practice. They do not currently implement regular staff support, training and supervision. This means that staff have not received any recent training, induction or supervision to monitor and guide their practice, and promote their professional development.
- Children do not always have areas where they can concentrate and do their homework or relax, such as by reading a book.

It has the following strengths

- Children are generally happy and engaged well in a range of activities that promote their learning and support their interests.
- Staff provide children with a range of healthy and nutritious snacks, which they enjoy.

What the setting needs to do to improve further

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

- provide Ofsted, in a timely manner, with information needed to determine the suitability of the committee members
- implement robust systems to determine the suitability of all staff, including gaining an enhanced Disclosure and Barring Service check for all new members of staff and committee, and maintain records of the identity checks and vetting processes completed; including the Disclosure and Barring Service reference number, the date it was done and who obtained it
- ensure the daily record of attendance contains the names of the children being cared for on the premises and their actual hours of attendance
- put effective arrangements in place for the supervision of staff to provide support, coaching and training to ensure staff know their roles and responsibilities and to drive continuous improvement
- implement procedures to safeguard children that include the use of mobile phones and cameras in the setting.

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

- ensure that children have a quiet time and place where they can do their homework or read a book
- make better use of ongoing self-evaluation to identify areas where improvement is needed.

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

- implement an effective system to ensure that the registered person, the manager and any person caring for, or in regular contact with, children (including on a voluntary basis) is suitable to work with children (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 Ofsted are informed of changes of circumstance as soon as possible, and no later than 14 working days after the change occurs (compulsory part of the Childcare Register)
- provide Ofsted with the required information about members of the committee (compulsory part of the Childcare Register)
- implement an effective system to ensure that the registered person, the manager and any person caring for, or in regular contact with, children (including on a voluntary basis) is suitable to work with children (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)
- ensure that Ofsted are informed of changes of circumstance as soon as possible and no later than 14 working days after the change occurs (voluntary part of the Childcare Register)
- provide Ofsted with the required information about members of the committee (voluntary part of the Childcare Register).

Inspection activities

- The inspector observed staff practices and their interaction with children, and completed a joint observation with the manager.
- The inspector spoke to staff and children at appropriate times throughout the inspection.
- The inspector looked at children's registration details, staffing documents 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 to gather their views.

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 arrive at the club happy and settle to the range of activities on offer. The children enjoy being creative and have many opportunities to explore with media and materials. Staff support the children well, for example, helping them to make telescopes from paper and develop their skills for knitting. There are firm relationships between staff and children, with children frequently talking to the staff and seeking guidance from them on their play and creations. Children have a range of toys and resources to explore with, which promotes their interests and learning well. However, there is not always a quieter area available where they can go to do their homework or relax if they wish to. Children enjoy playing together imaginatively, such as games where they are teachers. This supports their friendships, understanding of expected behaviour, and their personal and social skills.

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

Children's safety is not assured as not all staff working with them have a Disclosure and Barring Service check in place. This means that the committee cannot be sure that these persons working with the children are suitable to do so. Furthermore, children's safety is compromised as the staff fail to maintain accurate daily attendance registers. Despite this, the children play in an environment that is free from physical hazards, spacious and clean. Staff are appropriately deployed to meet the needs of the children and staff are aware of the children's whereabouts at all times. Children's independence is well supported at the club as they serve and make their own snacks. Children behave well and receive plenty of praise from staff.

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

The club has recently appointed a new nominated person to the committee. However, they have failed to notify Ofsted of this significant event, as required. Consequently, none of the suitability checks have been completed on the nominated person; this is a breach of requirements that compromises children's safety. Furthermore, the committee and management team have failed to fulfil their roles and responsibilities for recruitment, training, induction and supervision of the staff. This compromises children's safety and impacts on the quality of staff skills and knowledge. Although the club does some reflection on their practice, this has failed to identify all of these weaknesses. Staff have a suitable understanding of their roles and responsibilities for child protection, which enables them to follow the correct lines for making a referral if needed. However, staff do not follow robust procedures for safeguarding as they do not implement a mobile phone or camera policy, despite using a mobile phone in the club. This is a breach of the safeguarding and welfare requirements. Partnerships with parents and others are positive, and the information shared promotes continuity of care.

Setting details

Unique reference number	EY233210
Local authority	West Berkshire (Newbury)
Inspection number	846987
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	4 - 8
Total number of places	24
Number of children on roll	7
Name of provider	Acorns Out of School Club Committee
Date of previous inspection	14 July 2010
Telephone number	01635 201371

The Acorns Out of School Club registered in April 2002. The club operates from the village hall in Hampstead Norreys, near Newbury, Berkshire. The club offers before and after school care and is open five days a week, during school term times. The club employs five staff and of these three staff hold early year's qualifications at Level 2 or Level 3.

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