

Waterloo Meadows Play Centre

Elgar Road, Reading, Berkshire, RG2 0BN



Inspection date

28 May 2015

Previous inspection date

14 April 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 provider demonstrates a weak understanding of the safeguarding and welfare requirements of the Early Years Foundations Stage and is also failing to meet requirements of the associated Childcare Register.
- Children's safety is significantly compromised as the provider has failed to ensure all staff are suitably vetted and safe to work with children. Safeguarding procedures are ineffective as staff's knowledge and understanding of child protection procedures are weak. Not all staff know their roles and responsibilities with regards to referring concerns they may have about children's welfare.
- Staff do not take prompt or effective action to address inappropriate language used by some older children. This disrupts the play for younger children and does not provide good role modelling.

It has the following strengths

- Children have opportunities to play physically outside in the fresh air.
- Parents spoken to at the inspection talked positively about the activities and experiences available to their children.

What the setting needs to do to improve further

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

- implement robust systems to determine the suitability of all staff, including gaining an enhanced Disclosure and Barring Service check for all members of staff, 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 that all staff have up-to-date knowledge of safeguarding issues, including being able to identify signs of possible abuse, and know what to do if they have a concern about a child's welfare
- ensure that older children's behaviour does not impact on younger children's play

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

- 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:

- 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 suitable to work with them and has a enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (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 (voluntary part of the Childcare Register)
- implement effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with them and has a enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)
- ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register).

Inspection activities

- The inspector observed staff practices and their interactions with children, and completed a joint observation with the deputy 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.

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 settle well at the holiday club and participate in a suitable range of activities. Some children enjoy watching the television for quieter activities, while others engage in activities that promote their creativity, such as drawing and designing. This supports their coordination, writing and imagination development. Children spend the majority of their time outside. They develop their physical skills, such as by balancing as they explore the adventure playground and join in with chasing games in teams. Staff join in with these games, which the children enjoy and laughter can be heard as they are all caught. Overall, games such as these promote the children's physical, personal and social development.

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

Children's safety is not guaranteed as not all staff working and having unsupervised access to the children have been checked to ensure they are suitable. Children play in a clean and suitable environment. Staff support children's independence well. Children see to their own self-care needs and pour water from the jugs available when they are thirsty. Children benefit from the praise they receive from the staff. However, do not effectively monitor the behaviour and language of older children. As a result, inappropriate name calling and words that older children use in conversations are heard by younger children, and no action is taken to address this.

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

Those making up the leadership team have failed to fulfil their roles and responsibilities for safeguarding children. Recruitment processes are not effective in ensuring that staff are suitable. In addition, staff do not all have a sufficient awareness of their roles and responsibilities in child protection despite some having only recently attended training. This demonstrates that training, supervision and evaluation practices are ineffective. This means the provider demonstrates a weak capacity to drive improvement. Partnerships with parents and others are generally effective. Staff regularly exchange verbal communication between teachers and parents, which promotes continuity of care.

Setting details

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|------------------------------------|--------------------------|
| Unique reference number | 955484 |
| Local authority | Reading |
| Inspection number | 836969 |
| Type of provision | Out of school provision |
| Registration category | Childcare - Non-Domestic |
| Age range of children | 4 - 13 |
| Total number of places | 50 |
| Number of children on roll | 100 |
| Name of provider | Reading Borough Council |
| Date of previous inspection | 14 April 2010 |
| Telephone number | 01189 372506 |

Waterloo Meadows Out of School Care registered in 1989. The club operates from Waterloo Meadows Children's Centre and is situated in central Reading, Berkshire. The club offers before and after school care and is open five days a week, during school term times. In addition, it offers a holiday club, which is open every weekday, from 8.30am to 5.30pm, during the Christmas, Easter and half term school holidays. The club employs 6 staff, of whom 2 staff hold early years qualifications at level 3.

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