

Holiday Time Holiday & After School Club

Quainton Hall School, 91 Hindes Road, HARROW, Middlesex, HA1 1RX

Inspection date

Previous inspection date

9 April 2015

12 December 2011

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		Inadequate	4
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 does not ensure rigorous recruitment checks are completed on all staff. In addition, staff who have not been suitability checked have unsupervised access to children. This significantly compromises children's safety.
- There is no adult present at each session who holds a current paediatric first-aid certificate. This is a breach of requirement which significantly compromises children's safety in the event of an accident.
- Not all records are available and the provider has a poor knowledge of the safeguarding and welfare requirements, including the need for a knowledgeable lead staff member for child protection. This also breaches the Childcare Register requirements.
- Staff are not given adequate induction and supervision to ensure they know their roles and responsibilities and how to safeguard children and to identify training needs.
- There is no key-person system and, as a consequence, children's individual needs are not being met.
- Monitoring of staff practice with children is poor and does not identify where staff interaction can be improved to support children's learning.

It has the following strengths

- Children of all ages play well together. Older children support younger friends, enabling them to join in with their games and feel a part of the club.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action:

We will issue a welfare requirements notice requiring the provider to:

obtain a Disclosure and Barring Service check in respect of every person aged 16 or over who works directly with children

ensure that people whose suitability has not been checked do not have unsupervised contact with children

ensure that people looking after children are suitable to fulfil the requirements of their roles by having effective systems in place to check their suitability

ensure the lead practitioner for safeguarding attends an appropriate child protection training course in order to identify, understand and respond appropriately to signs of possible abuse and neglect; including inappropriate behaviour displayed by other members of staff.

ensure that at least one person who has a current paediatric first-aid certificate is on the premises and available at all times when children are present to respond to emergencies quickly.

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

- ensure that a key person is allocated to every child to help ensure that their care is tailored to meet their individual needs
- ensure staff supervisions and monitoring practices are effectively used to engage and motivate children during activities.
- improve staff's knowledge of the safeguarding procedure and safeguarding issues so that signs of possible abuse and neglect can be responded to appropriately
- ensure all staff receive induction training to help them understand their roles and responsibilities, including information about safeguarding and child protection

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

- ensure that at least one person who is caring for children has an appropriate first-aid qualification (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 only)
- ensure the lead practitioner, who must be responsible for ensuring the safety and welfare of children, attends child protection training to enable them to identify and act on any indications that a child may be suffering from harm (compulsory part of the Childcare Register only)
- implement effective systems to ensure that the registered person, and any other 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).
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)
- implement effective systems to ensure that the registered person, and 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 (voluntary part of the Childcare Register).

Inspection activities

- The inspector undertook a tour of the after-school club with the provider, including the outdoor environment.
- The inspector observed children's activities.
- The inspector spoke with the manager, staff, parents and children at appropriate times throughout the inspection.
- The inspector carried out a joint observation and discussed this with the manager.
- The inspector looked at a selection of policies, procedures and relevant documentation and safeguarding records, and reviewed suitability checks for staff.

Inspector

Jenna Hamilton-Heward

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is inadequate

Children enjoy a range of activities inside and outside. However, the provider has not ensured that all staff supervising children have completed the necessary checks to determine their suitability. This significantly compromises children's safety. Staff plan adult-led activities, such as action games, and help children with their school reading books and homework. Although some staff talk to children, others do not challenge or question children in their play to build their enthusiasm for learning. Staff have a poor understanding of how to support and challenge children's learning, which results in weak interaction between staff and children, that is not matched to all children's needs. For example, during a planned cooking activity, some staff do not talk to children or help them become fully involved. This means that staff do not take opportunities to develop and extend children's communication skills.

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

Parents are provided with details of the activities that are available for their children to take part in during the holiday camp. There is no effective key-person system and, therefore, there is no designated person to support the younger children's emotional well-being and welfare. This means that some children fail to form secure attachments with their carers. Staff develop children's understanding of healthy eating by providing fruit for snack and planning cooking activities. However, staff do not sufficiently interact with children during snack time to promote their social skills. Children enjoy regular swimming lessons to develop their confidence and skills in the water. However, there are no members of staff caring for children who hold a current paediatric first-aid certificate. This breach of requirements significantly compromises children's safety.

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

Leadership and management of the setting are inadequate. The provider is in breach of several requirements of the Early Years Foundation Stage and associated Childcare Register. The provider does not follow robust recruitment procedures to ensure all staff are safe and suitable to work with children. The provider has failed to ensure all staff have completed a Disclosure and Barring Service check. Furthermore, the provider does not ensure these unchecked staff are not left unsupervised with children, such as when children are changing for swimming. This significantly compromises children's safety. Management do not ensure that staff have suitable induction and supervision sessions to ensure they are aware of their roles and responsibilities to safeguard children. Consequently, staff have a weak knowledge of the signs and symptoms of abuse and the action to take if they are concerned about a child. In addition, the manager's knowledge of child protection is weak. The provider does not have a suitable understanding of the processes to follow if a concern is raised about a child's welfare. These weaknesses mean

the management and staff fail to adequately protect children from harm. As a result of these significant weaknesses, Ofsted will take enforcement action. The provider does not ensure all records are available for inspection, as required. For example, details of suitability and qualifications were not all available on site to demonstrate staff's knowledge and ability to safeguard children. There are no systems for self-evaluation so management are not effectively monitoring the strengths and weakness of their practice. As a result, the management team demonstrate a poor capacity to drive improvements without support.

Setting details

Unique reference number	EY427593
Local authority	Harrow
Inspection number	993936
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	3 - 13
Total number of places	48
Number of children on roll	75
Name of provider	Activetime Children's Activities Limited
Date of previous inspection	12 December 2011
Telephone number	07794078452

Holiday Time and Holiday After School Club registered in 2008 and re-registered in 2011 when changing from a partnership to a company. It operates from four rooms and a swimming pool at Quainton Hall School, within the London Borough of Harrow. The nursery is open each weekday, from 3pm to 6pm during term time, and 8.15am to 6pm during school holidays. Of the seven staff who work at the play scheme, two hold relevant childcare qualifications.

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