

The Den

St. Johns Mead C of E VC Primary School, Hounds Road, Chipping Sodbury, BRISTOL, BS37 6EE



Inspection date

3 June 2015

Previous inspection date

28 August 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 club's owner/managers do not meet several requirements. Induction for new staff is weak. Not all staff are trained to implement the club's safeguarding policy and procedures including how to recognise the possible signs of abuse or neglect and to know how to respond. Children are at risk of harm.
- Staff identify hazards to children's safety but do not reduce these. The owner/managers do not ensure that outside areas are safe for children's use. Staff do not supervise children effectively when they transfer between the school and club. Children's safety is at risk.
- Not all required documentation is available for inspection.
- The owner/managers employ qualified staff but do not check that staff receive supervision and training. There is little drive towards improving the club's provision. No self-evaluation has taken place since the last inspection and this has resulted in weak practice and a drop in standards.
- Staff miss opportunities to exchange information with school staff at handover times.

It has the following strengths

- Staff get to know children well so children have secure bonds with them.
- Staff plan experiences that interest children so they enjoy their play activities. Staff keep parents informed of these.

What the setting needs to do to improve further

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

- ensure all records are easily accessible and available for inspection, with specific regard to staff suitability and Disclosure and Barring Service checks
- check that all staff understand and are able to implement the club's safeguarding policy and procedures to identify signs of possible abuse and neglect and to know what to do in response when concerns arise
- check that induction methods are effective and that new staff understand their responsibilities
- check that staff undertake thorough daily safety checks and identify and minimise hazards to children's safety with specific regard to checking gate security, other people on site, and maintenance tools and equipment
- deploy staff so that there are sufficient to keep children adequately supervised as they transfer from the school to the club
- drive the continuous improvement of the provision by implementing effective methods for staff supervision and for their professional development based on accurate evaluation by all involved with the club.

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

- strengthen ways to gain and share information about children with school staff.

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

- 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)
- ensure that the outdoor spaces used for the purposes of childcare are safe and suitable for that childcare (compulsory part of the Childcare Register)
- take all necessary measures to minimise any risks to the health or safety of the children in their care (compulsory part of the Childcare Register)
- ensure that the outdoor spaces used for the purposes of childcare are safe and suitable for that childcare (voluntary part of the Childcare Register)
- take all necessary measures to minimise any risks to the health or safety of the children in their care (voluntary part of the Childcare Register)

Inspection activities

- The inspector held discussions with the club's owner/managers at appropriate times during the inspection and in a scheduled meeting.
- The inspector viewed the areas used by children and observed children's activities and staff's interactions with them, inside and outside.
- The inspector looked at documentation including a sample of children's records, the safeguarding policy and health and safety records, and checked the suitability of staff to work with children.
- The inspector took account of the views of children, staff and parents spoken to on the day of the inspection.

Inspector

Dominique Bird

Inspection findings

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

Staff meet with the school staff regularly to share information about current school activities and children's individual needs. This helps the club staff to complement children's learning during the school day. However, they miss opportunities to gain information from school staff at the end of the school day. This means that staff do not have current information about how children are in order to meet children's changing needs well, such as if they are unwell or tired and need to rest. Activities reflect children's wide-ranging interests. Children choose what they do and all find something of interest in the wide range available. For instance they particularly enjoy group games, books and art activities.

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

Staff do not manage handover times between the school and club adequately. There are insufficient staff to supervise children properly in the busy playground with open gates. Staff rely on children to behave well and not be distracted. Furthermore, children are not always kept safe when playing outside because the playground is open to adults other than those employed in the club and the gates do not lock. At times, this area is busy with parents collecting children from school clubs and there are not enough staff to supervise children closely. Staff undertake risk assessments but do not keep alert to changes that produce different risks to children's safety; for example, new maintenance work in the area children used. Even though they were aware of the risks, staff did nothing to reduce the hazards to children. Each child has a designated special adult. This arrangement helps children to settle well. Staff promote good hygiene practices and food preparation areas are kept clean. Staff recognise the importance of providing children with healthy food.

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

The owner/managers and staff undertake their roles effectively. This is owing to a lack of effective induction, checks on staff practice and lack of supervision. Not all staff understand how to recognise if children are at risk of harm or know how to respond if there are such concerns. Staff are not encouraged to develop their knowledge and practice through training. The owner/managers do not make effective use of their qualifications. They do not give adequate attention to improving the club's service. They admit that they do not undertake any form of evaluation and that they have not done so since the previous inspection. This shows a poor attitude towards improvement, which has resulted in a drop in standards. A suitability check from the Disclosure and Barring Service was unavailable for one staff member.

Setting details

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| Unique reference number | EY440269 |
| Local authority | South Gloucestershire |
| Inspection number | 986066 |
| Type of provision | Out of school provision |
| Registration category | Childcare - Non-Domestic |
| Age range of children | 3 - 8 |
| Total number of places | 32 |
| Number of children on roll | 10 |
| Name of provider | The Den Partnership |
| Date of previous inspection | 28 August 2012 |
| Telephone number | 07791165559 |

The Den breakfast, after school and holiday club registered in 2012. It operates from a building on the site of St John's Mead Church of England Primary School in Chipping Sodbury. The club is open from 7am until 8.50am and from 3.15pm until 6pm on weekdays during school terms. The owners operate a holiday club that opens from 7am until 6pm during all school holidays. The club employs six staff, all of whom hold appropriate qualifications to level 3.

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