

Briar Hill Out of Hours Club



Briar Hill Infant School, Coppice Road, Whitnash, LEAMINGTON SPA, Warwickshire, CV31 2JF

Inspection date	12 June 2015
Previous inspection date	17 March 2009

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 safeguarding policy and procedure does not cover the appropriate and safe use of mobile phones and cameras. In addition, it does not contain an explanation of the action to be taken in the event of an allegation being made against a member of staff. Consequently, children are not fully protected.
- Staff do not have an effective key-person system in place to ensure the individual needs of each child are consistently well supported.
- Children's records do not contain all required information. This is because the provider has failed to request the name and address of every parent/carers who is known to them; who has parental responsibility for the child and which parent/carers the child normally lives with.
- Documentation to support the safe and efficient running of the club is not robustly kept or easily accessible. In particular, some first-aid certificates are not available to demonstrate that staff are trained to respond appropriately to accidents.
- Arrangements for supervision are not rigorous enough to effectively provide staff with support, coaching or training in order to improve outcomes for children.
- The provider has failed to notify Ofsted of the appointment of a new manager, which is a breach of safeguarding requirements.

It has the following strengths

- Children make choices from a suitable range of age-appropriate activities and resources which contributes to their enjoyment at the club.

What the setting needs to do to improve further

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

- update the safeguarding policy and procedure to include: the appropriate and safe use of mobile phones and cameras and the action to be taken in the event of an allegation being made against a member of staff
- implement an effective key-person approach to ensure each child's care is consistently tailored to meet their individual needs
- ensure records are updated to include details of parents/carers address; details of who has parental responsibility for the child and which parent/carer the child normally lives with
- ensure all required documentation is organised and available during inspection, particularly with regard to first-aid certificates
- improve supervision and monitoring arrangements to ensure staff receive regular support, coaching or training in order to improve their knowledge, understanding and practice.

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

- ensure the name, home address and telephone number of a parent/guardian/carer of each child who is looked after on the premises are recorded (compulsory part of the Childcare Register)
- inform Ofsted of the appointment of a new manager of childcare on domestic or non-domestic premises (compulsory part of the Childcare Register)
- ensure the name, home address and telephone number of a parent/guardian/carer of each child who is looked after on the premises are recorded (voluntary part of the Childcare Register)
- inform Ofsted of the appointment of a new manager of childcare on domestic or non-domestic premises (voluntary part of the Childcare Register).

Inspection activities

- The inspector observed the staff engaging with children in a range of learning activities.
- The inspector held discussions with the provider, manager and staff.
- The inspector looked at documentation, including a selection of policies and procedures and the children's records.
- The inspector checked evidence of the suitability and qualifications of staff.
- The inspector took account of the views of parents and carers spoken to on the day.

Inspector

Amanda Tompkin

Inspection findings

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

Staff provide a range of suitable activities that children are able to choose from. Children are developing their social skills as they join in with team games. For example, staff facilitate an indoor football match with an appropriate soft ball because the weather deems outdoor play unsuitable. Children are generally happy and enjoy their time spent at the club. However, systems for staff supervision is irregular and not robust enough to be effective. Managers do not provide staff with the support and coaching they need to help them improve if any weaknesses are identified. As a result, the needs and interests of the children are not sufficiently met.

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

The key-person system is ineffective. Some staff do not know who is acting as key person to children. Consequently, children benefit little from having an allocated key person and their care is not fully tailored to their needs. Furthermore, some parents are unaware of who their child's individual key person is. Having said this, parents are happy with the care their children receive at the club. They report that staff share information and work in partnership with the host school to ensure important information is shared. As a result, children's care, learning and development are complemented well.

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

The provider's understanding of meeting the safeguarding and welfare requirements of the Early Years Foundation Stage is not secure. The provider has failed to notify Ofsted of the appointment of a new manager. Managers and staff have a satisfactory understanding of how to recognise and respond to signs of abuse. However, the safeguarding policy does not cover the appropriate and safe use of mobile phones and cameras in the setting; or an explanation of the action to be taken in the event of an allegation being made against a member of staff. Consequently, children's safety and well-being is compromised. Children's records do not contain sufficient details to meet legal requirements. This is because staff have not gathered details of parents/carers addresses, details of who has parental responsibility for the child and which parent/carer the child normally lives with. Satisfactory recruitment and vetting procedures are followed, including ensuring suitability checks are carried out on new staff. These include obtaining a Disclosure and Barring Service check and references from previous employers. However, some documentation relating to staff's qualifications is not readily available during inspection. This includes details of first-aid certificates. As a result, the managers cannot demonstrate how they are meeting the legal requirements. This is, to ensure at least one person who has a current paediatric first-aid certificate is on the premises and available when children are present.

Setting details

Unique reference number	EY343444
Local authority	Warwickshire
Inspection number	862996
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	38
Number of children on roll	62
Name of provider	Wendy Anne Bicknell
Date of previous inspection	17 March 2009
Telephone number	07902 132701

Briar Hill Out of Hours Club was registered in 2006. It operates from the school hall at Briar Hill Infant School in Whitnash, Leamington Spa. The club employs five members of childcare staff. Of these, three hold appropriate early years qualifications at level 3. The Before School and Out of Hours clubs are open five days a week during school term time, from 8am to 8.50am and 3pm to 6pm and cater for children from the Briar Hill Infant School. The holiday playscheme opens from 8am to 6pm, five days a week during three weeks of the summer holidays, four days a week during half term holidays but is not open during the Christmas school holiday period. The playscheme is open to any child from the local area. It supports a number of children who speak English as an additional language and children with special educational needs and/or disabilities.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the Early Years Foundation Stage.

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