

Guisborough Out of School Club Ltd



Highcliffe Primary School, Hutton Lane, GUISBOROUGH, Cleveland, TS14 8AA

Inspection date

24 June 2015

Previous inspection date

16 February 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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 premises are not consistently secure. This means that children are able to leave the premises unsupervised and unauthorised persons can enter the premises. In addition, systems for checking the identity of visitors are not robust.
- The setting does not have a named deputy who is capable and qualified to take charge in the manager's absence.
- Staff have not had relevant safeguarding children training and their knowledge is weak.
- The key-person system is not effective. Staff do not have a good enough understanding of children's individual learning needs. They are not sharing information about children's learning and development with parents and other providers of the Early Years Foundation Stage.
- Planning and assessment, including identifying children's starting points in learning, are not robust. This means that activities are not based on children's individual next steps in learning to provide appropriate challenge for children.
- Progress checks for children aged between two and three years have not been consistently completed and shared with parents.
- Procedures for performance management and staff supervision are not established to identify weaknesses in all staff practice and improve the quality of teaching.

It has the following strengths

- The staff are warm and friendly, and children are happy, settled and behave well at the setting.

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:

ensure steps are taken to prevent children from leaving the premises unsupervised and prevent unauthorised persons from entering the building.

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

- ensure that robust systems for checking the identify of visitors are in place and consistently adhered to by all members of staff
- ensure that a capable and qualified named deputy is in place to take charge in the manager's absence
- ensure that all staff are trained in the safeguarding policy and have an up-to-date understanding and knowledge of safeguarding issues and procedures to follow
- implement an effective key-person system to ensure that every child's care and learning is tailored to meet their individual needs, which enables effective two-way sharing of information with parents and other providers, and supports children's learning and development
- implement effective systems for observing and assessing children's progress, including accurately assessing children's starting points in learning, and use this information to effectively plan activities which are based on children's individual stage of development
- ensure that progress checks for children aged between two and three years are consistently completed to ensure the early identification of any gaps in children's learning, and ensure that this information is shared with parents
- develop robust procedures for the supervision and performance management of staff including appropriate coaching and training, to improve the quality of teaching.

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

- ensure that a child is unable to leave the premises without a person who is caring for children on the premises becoming aware of the child leaving (compulsory part of the Childcare Register)
- ensure that no one can enter the premises without the knowledge of a person who is caring for children on the premises (compulsory part of the Childcare Register)
- ensure all staff are trained on the written statement of procedures to be followed to safeguard children from abuse or neglect (compulsory part of the Childcare Register)
- ensure that no one can enter the premises without the knowledge of a person who is caring for children on the premises (voluntary part of the Childcare Register)
- ensure that children are unable to leave the premises unsupervised except where the child is aged eight or over and the parent of the child has agreed that they may leave the provision unaccompanied (voluntary part of the Childcare Register).

Inspection activities

- The inspector observed activities taking place in all rooms in the setting and the outdoor play area.
- The inspector conducted a joint observation with the manager.
- The inspector looked at a sample of children's assessment records and planning documentation.
- The inspector took account of the views of parents through discussion.
- The inspector held meetings with the manager and spoke to staff and children during the inspection.
- The inspector checked evidence of suitability and qualifications of staff working with children, and the provider's action plan.

Inspector

Julie Morrison

Inspection findings

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

The setting operates a key-person system. However, this is not effective and, as a result, staff do not have a good enough understanding of each child's individual learning needs. The manager has recently introduced new systems to identify children's starting points in learning. However, these are not robust and staff lack a clear understanding of how to assess children's progress. As a result, the assessments completed are not accurate and do not show a clear picture of children's starting points. In addition, systems to observe and assess children's ongoing progress are weak. Some very basic planning is in place, however, this is inconsistent and not effective in matching activities to children's needs. This means that activities are not based on children's individual interests or provide sufficient challenge for them to make good progress in preparation for starting school. Systems to complete the progress check for children aged between two and three years are in place. However, these have not been completed for all children and completed checks have not been effectively shared with parents. This does not ensure the early identification of gaps in children's learning. The quality of teaching is inconsistent and some staff do not extend children's learning. Staff lack an understanding of their key children's individual learning, meaning that activities often lack purposeful challenge for all children. In addition, some staff do not give children time to think about and respond to questions. Feedback from parents is positive and they comment on how much their children enjoy coming to the setting. However, systems to promote the effective two-way sharing of information with parents and other providers of the Early Years Foundation Stage are not effective. This does not support continuity of learning for children and means that parents do not have a clear understanding of the progress their children make.

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

There are weaknesses in practice which have a negative impact on children's safety and well-being. For example, the main entrance to the setting is not consistently locked. This means that children can leave the premises unsupervised and unauthorised person can enter the building, compromising children's safety. This was also raised as an action at the previous inspection. In addition, systems for checking the identity of visitors are not consistently adhered to by some staff members. This does not safeguard children. Nevertheless, children develop confidence, and are happy and settled at the setting. They enter confidently, and show care and concern for their friends. For example, older children show younger children how to make hand prints with paint. Adequate use is made of space and children have access to a suitable range of resources, which motivates them to make independent choices about their play. Staff are positive role models, they give children regular praise and encouragement and children behave well. Children's good health is promoted suitably through regular opportunities to be physical and a healthy range of snacks and meals.

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

The manager is experienced and well qualified. However, although she has some understanding of the requirements, she does not effectively monitor the quality and effectiveness of her provision. The setting has received support from the local authority and an action plan has been developed. However, sufficient progress has not been made in addressing the actions raised at the previous inspection. This does not promote continuous improvement. Systems for the vetting and recruitment of staff are appropriate. This ensures that all staff are suitable to work with children. However, staff have not attended training in safeguarding policies and procedures. As a result, most staff are not confident about procedures to follow if they had a concern about a child, especially in the absence of the manager. In addition, a suitably qualified and experienced deputy who can take charge in the manager's absence is not in place. The manager ensures that resources and activities adequately cover all areas of learning. Staff have received recent training in the Early Years Foundation Stage. However, the manager recognises that staff still lack confidence in implementing the learning and development requirements for all children. She has very recently set up systems to supervise staff and monitor the quality of teaching. However, these have not been implemented yet. This means that action has not been taken to address key weaknesses in staff practice. As a result, management and accountability is not clear and self-evaluation is weak.

Setting details

Unique reference number	EY335044
Local authority	Redcar & Cleveland
Inspection number	1007256
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	49
Number of children on roll	132
Name of provider	Michelle Dixon Limited
Date of previous inspection	16 February 2015
Telephone number	01287 633402

Guisborough Out of School Club Ltd was registered in 2006. The setting employs eight members of childcare staff. Of these, two hold appropriate early years qualifications at level 3, five hold qualifications at level 2 and the manager holds Early Years Professional status. The setting opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. It provides funded early education for two-, three- and four-year-old children.

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