

# Andover Mencap Playscheme

The Wellington Centre, Winchester Road, Andover, Hampshire, SP10 2EG



<b>Inspection date</b>	8 October 2015
Previous inspection date	16 April 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Satisfactory	3
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is inadequate

- Procedures for ensuring the suitability of staff working with children are not robust. As a result, children's safety is at risk. This significant weakness has had an impact on the judgements awarded for all aspects of the inspection.
- The designated member of staff for safeguarding has not completed required training.
- The provider rarely initiates emergency evacuation drills. As a result, children do not have the chance to learn and become confident in how to react, in order to help keep themselves safe.
- Parents are not provided with comprehensive information about how to make a complaint.

### It has the following strengths

- The playleader is an inspiring role model, both to staff and children.
- The key person system is effective. Children are linked to staff who already know them from other settings they attend. This means that children quickly form positive attachments with their key person, which helps them to settle and become emotionally secure.
- Staff are enthusiastic, well-motivated and have a clear understanding of children's needs. As a result, children are well supported.

## What the setting needs to do to improve further

### To meet the requirements of the Early Years Foundation Stage and the Childcare Register the provider must:

	Due Date
■ improve systems for ensuring that all staff are suitable at the time of recruitment and that their ongoing suitability is regularly assessed	23/10/2015
■ implement effective systems to ensure that the registered person, the manager and any person caring for, or in regular contact with, children is suitable to work with children (compulsory part of the Childcare Register)	23/10/2015
■ implement effective systems to ensure that the registered person, the manager and any person caring for, or in regular contact with, children is suitable to work with children (voluntary part of the Childcare Register)	23/10/2015
■ ensure that the lead practitioner for safeguarding attends a child protection training course, taking account of any advice from the Local Safeguarding Children Board (LSCB) or local authority on appropriate training courses	01/12/2015
■ The lead practitioner responsible for ensuring the safety and welfare of children must attend child protection training to enable the person to identify and act on any indications that a child may be suffering from harm (compulsory part of the Childcare Register)	01/12/2015
■ improve the arrangements for promoting the safety of children and staff in the event of an emergency evacuation from the premises, by ensuring drills are regularly practised, in order that children become assured in how to react	23/10/2015
■ take all necessary measures to minimise any risks to the health or safety of the children and staff (compulsory part of the Childcare Register)	23/10/2015
■ take all necessary measures to minimise any risks to the health or safety of the children and staff (voluntary part of the Childcare Register)	23/10/2015
■ ensure the complaints policy and procedures provide parents with information on how to contact Ofsted directly if they believe the setting is not meeting the Early Years Foundation Stage requirements.	23/10/2015

## **Inspection activities**

- The inspector completed a joint observation with the manager.
- The inspector had a meeting with the provider, manager and playleader.
- The inspector looked at relevant documentation, such as risk assessments, children's care plans and a selection of policies and procedures.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspector spoke to members of staff and children at appropriate times during the inspection.
- The inspection was carried out following the risk assessment process.

## **Inspector**

Nikki Whinton

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding arrangements are not effective. Some members of the management team have recognised that the procedures for establishing the suitability of staff are not sufficiently rigorous. However, these weaknesses have not been tackled. Furthermore, some managers involved in the recruitment and supervision of staff do not understand the Early Years Foundation Stage safeguarding and welfare requirements regarding disqualification. As a result, it cannot be assured that all staff are suitable to work with children, either at the time of recruitment and on an on-going basis. This means that children's safety and welfare is at risk. This inspection followed a notification to Ofsted from the playscheme, in line with requirements, regarding a young person going missing whilst on an outing from the setting. Ofsted discussed the incident with the provider as part of the inspection. It was found that following the incident supervision arrangements and risk assessments had been rigorously reviewed and updated in order to help prevent such an incident occurring in the future. Staff know what to do if they have a safeguarding concern. There are well-established performance management arrangements in place, which help to drive staffs' professional development and assist them in promoting children's interests. Parents are very complimentary about the staff and of the care and support offered to their children. Management and staff work effectively with parents, carers, schools and other support groups children attend. For example, designated staff attend assessment review and child in need meetings. As a result, staff have a clear understanding of how best to support children.

### Quality of teaching, learning and assessment is inadequate

The environment is stimulating, warm and welcoming. Children enter the setting willingly and settle quickly. All children can choose from a variety of resources and equipment that are available to them, both indoors or outdoors. Staff are well deployed and work extremely well together as a team. They know the children very well and have a clear understanding of each child's needs, likes and dislikes. They carefully plan focused activities that interest children and help them to maximise their potential. Children contribute to evaluations of the provision through feedback sheets, which are used by staff to help improve the quality of the service offered to children. For example, the views of children attending the playscheme are used when planning future outings.

### Personal development, behaviour and welfare are inadequate

The organisation of the environment reflects the setting's commitment to recognising the uniqueness of each child. Activities are skilfully adapted to ensure all children feel able to participate. For example, when making musical instruments, children are offered an imaginative range of materials to fill their shakers, including feathers and sequins, as staff know some children are upset by loud noises. Children enjoy themselves whilst in the setting. For example, children roar with laughter as they cause shaving foam to fly in all directions by clapping their hands. Children learn to value differences. They behave well, cooperate with each other and are learning how to control their feelings and behaviours. They are supported by staff who have a secure understanding of effective, positive strategies to manage a wide range of children's behaviours.

## Setting details

<b>Unique reference number</b>	EY435103
<b>Local authority</b>	Hampshire
<b>Inspection number</b>	1026282
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Age range of children</b>	4 - 15
<b>Total number of places</b>	50
<b>Number of children on roll</b>	49
<b>Name of provider</b>	Andover And District Mencap
<b>Date of previous inspection</b>	16 April 2013
<b>Telephone number</b>	01264 321 840

Andover Mencap Playscheme registered in 2011. It operates from purpose-built premises at the Wellington Centre, in Andover, Hampshire. The children have use of a variety of rooms in the centre, including a large sensory room and an enclosed outdoor area. The setting is registered on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. There are currently 49 children on roll, of whom three are in the early years age group. The after school club operates term time only from 3pm until 6pm. The playscheme operates on some Saturdays each month and during the school holidays as required. The setting employs 31 staff who work with the children, of whom 20 have relevant childcare qualifications.

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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