

Bowling Green Kids Club

Stainland Road, Stainland, Halifax, West Yorkshire, HX4 9HU



Inspection date

13 October 2015

Previous inspection date

25 April 2012

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

- The safeguarding policy does not include the action to be taken in the event of an allegation being made against a member of staff. Therefore, staff are not fully aware of the procedures they are required to undertake.
- The record of attendance is not well maintained to ensure every child's hours of attendance are recorded as required.
- Documentation supporting children's safety, such as a current public liability insurance certificate, was not available during the inspection.
- The procedure for staff supervision is not yet rigorous enough to ensure that practice is of a constantly high standard. Reflection on practice is not sufficient to prevent breaches in the statutory requirements.
- The ineffective key-person system means that children's emotional well-being is not supported. In addition, information is not gathered from the school, in order to complement children's learning or to support their individual needs.
- Children's behaviour is not managed consistently. Staff distract children who are having difficulty sharing rather than helping them to develop the skills they need to be considerate to others in their play. In addition, staff focus too much on supervising children and do not grasp opportunities to join in with their play.

It has the following strengths

- Children are provided with a suitable range of activities indoors, ensuring that they are suitably occupied, engaged and motivated.
- Snack time promotes children's independence skills. Staff encourage children to prepare and serve their own food and drinks.

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
■ ensure the written safeguarding policy includes the full procedure to follow if allegations are made against a staff member and ensure that all staff are aware of this procedure	27/10/2015
■ keep an accurate record of children's hours of attendance	20/10/2015
■ ensure that documentation, such as their public liability insurance certificate, is in place and available for inspection	20/10/2015
■ ensure there are robust supervision arrangements that provide all staff with a clear programme of support	15/12/2015
■ ensure that the key-person system is effective in offering a settled relationship for children so that their care is tailored to meet their individual needs	13/11/2015
■ develop transition arrangements with the school to enable staff to obtain and use specific information to support children's care needs and to complement their learning	13/11/2015
■ ensure that children's behaviour is managed in an appropriate and consistent way by staff.	13/11/2015

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

- encourage staff to make the most of appropriate opportunities to become involved in children's play, in order to promote their achievement and engagement in activities
- improve the way in which reflection on practice is used, in order to prevent breaches of requirements and promote continuous improvements in practice.

Inspection activities

- The inspector had a tour of the premises and discussed how the club operates.
- The inspector spoke with staff, parents and children during the inspection and observed children playing.
- The inspector conducted a joint observation with the co-ordinator.
- The inspector checked evidence of the suitability and qualifications of staff working with children.
- The inspector looked at a sample of children's records and risk assessments and discussed a range of policies, including safeguarding, complaints and procedures for behaviour management.

Inspector

Amanda Forrest

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Overall, staff are aware of the child protection processes to follow if they have concerns about a child's welfare. However, details about the correct action to take if allegations are made against staff are not clearly included in the written policy. Some staff, including the co-ordinator, who manages the day to day running of the club, are unsure of the correct procedure to follow or where to find the relevant information. In addition, staff do not ensure that the register of attendance accurately reflects children's arrival and departure times. Consequently, staff are unable to account for all children in the event of an evacuation. On the day of inspection, the co-ordinator was also unable to present a current certificate of public liability insurance. The qualified team complete the required training, such as paediatric first aid, and meet with the manager to have general discussions. However, there is not a consistent system in place for each member of staff to receive supervision meetings to discuss their practice. Systems for evaluating the nursery and children's progress are in place. However, this has been completed by the manager, who is absent on the day of inspection, and the co-ordinator is not fully aware of the improvements highlighted.

Quality of teaching, learning and assessment is inadequate

As staff collect the children from school, they interact warmly and show interest in their days. However, interactions with children are not always effective during activities. Some staff tend to observe and supervise the care of children rather than join in with their play. This means that children sometimes lose interest quickly and do not always get the most from the experiences provided. The co-ordinator recognises the importance of promoting children's speaking skills. She sensitively supports them, helping them to have the confidence to participate during a group discussion. Children listen and take turns to talk about planned events, such as Halloween. Parents speak positively about the setting. They help to settle their children into the club, sharing information that is used well to provide continuity in children's care.

Personal development, behaviour and welfare are inadequate

Children's well-being is compromised as the manager has failed to implement an effective key-person system. This is particularly evident when children settle and start in the club. In addition, links with the children's teachers are ineffective. Staff have not considered how to complement children's learning at school or how to support children's individual care needs, which has a negative impact on their emotional security. Children have access to regular exercise and fresh air in an outdoor play area, where they spend their time developing their physical skills. Children are supported to become independent as they confidently access resources to develop their play, feed themselves at mealtimes and begin to understand simple care routines. Overall, behaviour is acceptable and children cooperate in their play. However, staff do not consistently help children to learn the skills needed to enable them to resolve their disputes fairly, such as when children occasionally snatch toys from each other or when the older children display negative behaviour. This can lead to disorderly behaviour that hinders children's learning and enjoyment.

Setting details

Unique reference number	303695
Local authority	Calderdale
Inspection number	871729
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Age range of children	4 - 11
Total number of places	50
Number of children on roll	37
Name of provider	PACS Professional Development Agency Limited
Date of previous inspection	25 April 2012
Telephone number	07775 903737

Bowling Green Kids Club was registered in 1998 and operates from within Bowling Green Primary School in Stainland, Halifax. The club operates Monday to Friday from 7.45am to 8.50am and from 3.15pm to 6pm, during school term times. There are four members of staff, including the manager, who work directly with the children. Of these, three hold qualifications at level 3 in playwork.

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