

# Percy After School Club

St. Andrews C of E VA Primary School, Northampton Street, Bath, BA1 2SN



|                          |                  |
|--------------------------|------------------|
| <b>Inspection date</b>   | 19 November 2015 |
| Previous inspection date | 22 April 2010    |

| <b>The quality and standards of the early years provision</b> | <b>This inspection:</b> | <b>Inadequate</b> | <b>4</b> |
|---|-------------------------|-------------------|----------|
|   | 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 provider does not ensure that there is a first-aid qualified member of staff present at each session, as required. This compromises children's safety.
- The provider does not support the deputy manager and staff effectively to meet requirements and address weaknesses in provision. Staff do not have opportunities to develop their skills to meet children's needs well and safeguard them effectively. The provider has not addressed recommendations from the last inspection. Children do not have daily outdoor play and self-evaluation is weak.
- The provider does not do enough to keep children safe. Staff do not carry out regular emergency evacuation procedures with children. The deputy manager is not aware of the need for risk assessments for outings.
- The provider does not ensure staff's ongoing suitability. Staff are not aware of the need to declare any changes that affect their suitability to work with children. The provider has failed to inform Ofsted of changes to the person in charge, as required.
- Not all records to support children's welfare are accessible and available for inspection. The provider does not ensure they display the certificate of registration.
- Staff do not provide children with a wide range of activities and choices to develop their interests and skills, or a quiet area for children to relax undisturbed.

### It has the following strengths

- Staff model good behaviour. Children respond positively and get on well with others.

## 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:

|  | <b>Due Date</b> |
|--|-----------------|
| ■ ensure children have daily opportunities for outdoor play  | 04/01/2016      |
| ■ inform Ofsted of all significant events  | 04/01/2016      |
| ■ ensure there is at least one person present who holds a paediatric first-aid certificate when children are present   | 04/01/2016      |
| ■ display the certificate of registration  | 07/12/2015      |
| ■ ensure managers and staff understand their responsibility to declare any changes that may affect their suitability to work with children                                     | 04/01/2016      |
| ■ provide support to ensure the named deputy is capable, and has the skills and knowledge to take charge in the manager's absence  | 04/01/2016      |
| ■ ensure records are easily accessible and available at inspection   | 07/12/2015      |
| ■ put in place systems to assess any outings to identify the steps to be taken to remove, minimise and manage any risks and hazards to children                                | 04/01/2016      |
| ■ provide staff with appropriate support to identify training needs, and allow them to share any concerns or ideas to develop their skills and improve children's experiences. | 04/01/2016      |

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

- create an environment that provides children with more activities and choices to develop wider interests and skills
- provide an environment that meets all children's needs, particularly those who wish to relax undisturbed
- develop children's understanding of how to keep themselves safe in the event of an emergency evacuation
- develop an effective self-evaluation process to identify a clear action plan to build on key strengths and address areas of weakness.

**Inspection activities**

- The inspector observed children playing and learning indoors and outdoors.
- The inspector spoke with children, parents and staff.
- The inspector met with the deputy manager and centre manager to discuss leadership and management.
- The inspector reviewed a range of relevant documentation, including staff files, policies and planning.

**Inspector**

Tracey Hicks

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The provider has little understanding of the Early Years Foundation Stage and Childcare Register requirements. Safeguarding is not effective. Although staff and the deputy manager understand procedures relating to child protection, they do not assure children's safety and welfare in the event of an accident or fire. The deputy manager does not understand risk assessment procedures for outings to help keep children safe. The provider has not notified Ofsted that the deputy manager is standing in during the manager's long-term absence. The deputy manager and staff do not receive the support and training required to have the skills and ability to fulfil their responsibilities and ensure that they meet children's needs. The provider does not ensure staff know to disclose any changes that may affect their suitability. Self-evaluation is poor and does not identify and target weak practice. The provider has not addressed the recommendations from the last inspection to drive improvements. The provider does not keep necessary records on site, such as accident reports; staff do not make them available for inspection or use them to monitor children's well-being. The provider does not ensure they display their registration certificate.

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

Although staff have a caring attitude towards the children, they do not provide a stimulating and welcoming environment. Resources are not varied and do not engage children's interest. Staff set up the room before children attend with some toys and activities; however, these are limited. Staff do not encourage children well when engaging in activities, and children lose interest. Staff do not organise the environment to provide children with a calm area for them to relax in and be quiet, if they choose. The noise levels are too high at times and children find it difficult to talk to one another and be heard. Staff plan some activities around themes, for example 'other countries' to develop children's awareness of the wider world. Poor management means that staff do not receive the support and guidance they need to develop their skills and share their ideas.

### **Personal development, behaviour and welfare are inadequate**

Weaknesses in leadership and management have a negative impact on children's well-being and welfare. Staff have not completed a fire drill with children since the summer term, which means many children do not know emergency evacuation procedures to follow to keep safe. Since the last inspection, children continue to not have daily opportunities to play outside each day, to be physically active and explore the environment. Staff gain and share information with parents and teachers at the school about children's experiences, so they can support children to settle.

## Setting details

|                                    |                          |
|------------------------------------|--------------------------|
| <b>Unique reference number</b>     | EY402875                 |
| <b>Local authority</b>             | Bath & NE Somerset       |
| <b>Inspection number</b>           | 831202                   |
| <b>Type of provision</b>           | Out of school provision  |
| <b>Day care type</b>               | Childcare - Non-Domestic |
| <b>Age range of children</b>       | 4 - 8                    |
| <b>Total number of places</b>      | 24                       |
| <b>Number of children on roll</b>  | 24                       |
| <b>Name of provider</b>            | Percy Community Centre   |
| <b>Date of previous inspection</b> | 22 April 2010            |
| <b>Telephone number</b>            | 01225310135              |

Percy After School Club re-registered in 2009. It operates from a classroom within St Andrews C of E VA Primary School in the centre of Bath. The club is open Monday to Friday from 3pm to 6pm during term time only. Children from St Andrews Primary School attend. The club employs five staff; all hold relevant childcare qualifications at level 3 and above, and one staff member has Qualified Teacher Status.

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