

Hamilton After School Club



HOPE HAMILTON C OF E AIDED PRIMARY SCHOOL, Sandhills Avenue, Leicester, LE5 1LU

Inspection date	4 February 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Supervision arrangements do not support the staff to recognise and build on their professional skills. Training needs are not identified to help them develop their practice.
- Recruitment systems are not thorough. They do not consistently follow all of the required steps to ensure all staff working with children have the suitable skills and experience.
- Children have fewer opportunities to play freely in order to support their interests and enjoyment.

It has the following strengths

- Staff are good role models. They help children to understand the rules and expectations, such as taking turns in a game. Children behave well and develop strong friendships with others. They work together during activities to complete tasks.
- Staff form secure emotional attachments with the children. As a result, children are happy, safe and secure.
- Staff have a positive relationship with parents and the host school. They work together successfully to promote continuity of care and to ensure children's individual needs are met.

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 the arrangements for the supervision of staff in order to identify their strengths and areas for professional development	25/02/2016
■ improve the recruitment process further to ensure thorough systems are in place to check the suitability of all staff.	25/02/2016

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

- consider the organisation of activities to ensure children have every opportunity to play freely, in order to support their interests and enjoyment.

Inspection activities

- The inspector observed the quality of activities that are available to children.
- The inspector spoke to members of staff, the manager and the provider during the inspection.
- The inspector took into account the views of children and parents.
- The inspector checked evidence of the suitability of staff and a range of other documentation, including policies and procedures that safeguard children's welfare.

Inspector

Alex Brouder

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. Managers and staff have a secure knowledge of how to safeguard children. They understand the procedures to follow and know who to contact in the event of a concern about a child in their care. Risk assessments are implemented well. The premises are safe and children are supervised well. Although a clear recruitment procedure is in place, this is not consistently followed. The manager has omitted to ensure references have been sourced for staff as part of robust recruitment procedures. This means the provider has not sought evidence on staff's previous employment or experience. Staff have appropriate skills and qualifications. However, the manager does not conduct regular and thorough supervision meetings with staff. Therefore, she has not identified their strengths or potential areas of development.

Quality of teaching, learning and assessment is good

Children enjoy each other's company and play well together. Staff ensure children have access to a range of resources every day to reflect their interests. Staff use the information received from school to provide activities which support children's identified next steps in learning. This contributes to children's continued progress. Children learn to respect each other's differences and develop their awareness of diversity. Children use their imagination as they play and take on specific roles. For example, they pretend they are going on a journey. Children of all age groups play well together. They take it in turns to sing and offer feedback to each other on this. Children enjoy a range of craft activities as they cut, stick and paint.

Personal development, behaviour and welfare require improvement

Due to weaknesses in leadership and management, children's well-being is not fully assured. Despite this, children are cared for in a welcoming environment. They are happy and confident and have positive relationships with their peers and adults. Meals provided are appropriate and support children's individual dietary needs. Children help themselves to water when they are thirsty. Children learn good hygiene practices through daily routines and clear explanations from adults. Staff promote children's physical development. Children show good coordination as they weave in and around each other. They learn to move swiftly out of the path of the sponge ball during a group game in the school hall. However, the organisation of the session does not regularly provide children with opportunities to play freely and independently.

Setting details

Unique reference number	EY474956
Local authority	Leicester City
Inspection number	986155
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	4 - 10
Total number of places	24
Number of children on roll	40
Name of provider	Hamilton After School Club Ltd
Date of previous inspection	Not applicable
Telephone number	0116 2760402

Hamilton After School Club registered in 2014. It is situated in a community room attached to Hope Hamilton Church of England Primary School in Hamilton, Leicester. The club is open Monday to Friday during term time, from 3.15pm until 6pm. There is a team of three staff, all of whom hold relevant qualifications to levels 2 and 3.

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