

Hounslow Heath After School Care

Hounslow Heath Infant School, Martindale Road, Hounslow, Middlesex, TW4 7HE

Inspection date

10 March 2016

Previous inspection date

11 February 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not met	
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 committee and the manager have failed to ensure that all adults complete the required suitability checks. Unvetted staff are left unsupervised with children. These weaknesses have a detrimental effect on children's safety and welfare.
- The committee and staff, including those with designated responsibilities, lack understanding of safeguarding procedures, including when they have concerns about other adults. The lead person for safeguarding has not completed required training.
- The committee and manager fail to check that staff are not disqualified by association and do not know the appropriate action to take to notify the relevant authorities.
- Staff do not follow the mobile phone procedure, which puts children at risk. They do not ensure they can see and hear children to supervise them adequately.
- Recruitment and induction procedures are weak. The committee and manager fail to record the required information about staff's background checks.
- The committee has failed to ensure that Ofsted is notified of all required changes. It does not ensure the manager provides staff with effective training, support and coaching to help them develop their skills and knowledge.
- Required documents are not available for inspection, including public liability insurance.

It has the following strengths

- Children behave well. They take part in a range of activities at the club.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ ensure that staff who have not completed suitability checks are not left unsupervised with children	24/05/2016
■ ensure all staff and committee members are suitable for their role, and complete the required suitability checks, including obtaining an enhanced Disclosure and Barring Service check	24/05/2016
■ ensure the lead person for safeguarding completes child protection training that enables them to identify, understand and respond appropriately to concerns about children's welfare in order to manage any child protection concerns and to provide effective support, guidance and advice to other staff	24/05/2016
■ ensure that all adults, including those with designated responsibilities, understand the safeguarding procedures, in particular how to respond to possible concerns about other staff, and to check that staff are not disqualified by association, including notifying the relevant authorities	24/05/2016
■ improve staff's understanding of the safeguarding policy, with regard to the procedure for the safe use of mobile phones, and ensure they implement this effectively to safeguard children	24/05/2016
■ ensure children are supervised and are within sight and/or hearing of staff at all times	24/05/2016
■ implement effective recruitment and induction procedures and ensure that required information is obtained and recorded for all staff, including details of their qualifications and identity checks, and the date of their Disclosure and Barring Service check and who obtained it	24/05/2016
■ improve understanding of the notification requirements to inform Ofsted of significant changes and events, including any changes to the nominated person, committee and the premises	24/05/2016
■ ensure staff receive adequate training, support and coaching to enable them to understand their roles and responsibilities effectively, improve their skills and raise the quality of children's experiences	24/05/2016
■ ensure all required documentation is available and accessible for inspection, including evidence of public liability insurance.	24/05/2016

Inspection activities

- The inspector had a tour of the premises with the manager.
- The inspector held discussions with the manager and staff.
- The inspector looked a range of documents, including some policies, procedures and risk assessments.
- The inspector checked evidence of staff suitability and qualifications.
- The inspector observed a variety of activities both inside and outside.

Inspector

Jane Franks

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Children's safety and welfare are compromised. The committee does not ensure the manager deploys staff adequately and allows staff without suitability checks to be left unsupervised with children. The committee and staff lack understanding of their roles and responsibilities. They have not completed the required suitability checks, including Disclosure and Barring Service checks. The committee and manager have a poor understanding of safeguarding procedures. They are unaware of their responsibilities to check if staff are disqualified from working with children. The manager lacks awareness of the authorities to which she must report any concerns about staff. The committee does not ensure that the manager and staff understand how to respond to any concerns about another adult's behaviour. The lead staff member for safeguarding has not completed the required training. She lacks the knowledge to respond appropriately and support other staff regarding welfare concerns. Staff do not follow the procedure regarding the safe use of mobile phones to protect children from potential harm. The recruitment and induction procedures are weak. The committee does not keep all required records of staff qualifications and identity checks, or record details of Disclosure and Barring Service checks for all adults. All required records were not available or accessible for inspection. Ofsted has not been notified of significant events, including changes to the nominated person, members of the committee and the alternative premises currently being used.

Quality of teaching, learning and assessment is inadequate

Children's safety and well-being are jeopardised. The committee does not ensure the suitability of all adults responsible for children is checked to protect children and provide a safe environment for their play. It lacks adequate understanding of procedures to safeguard children and keep them safe. The committee fails to evaluate the quality of the provision or drive improvement. It has not identified that staff do not have adequate training and support to improve their practice. This has a negative impact on children's experiences.

Personal development, behaviour and welfare are inadequate

The committee and manager put children's welfare at significant risk. The manager leaves unvetted staff alone to care for children. The committee does not ensure that the manager and staff have adequate understanding of safeguarding procedures to ensure they respond appropriately to any concerns about children or other adults. Staff do not supervise children adequately to meet their individual needs. Children are not kept within staff's sight or hearing at all times, which does not promote their feeling of security.

Setting details

Unique reference number	116243
Local authority	Hounslow
Inspection number	1006509
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	4 - 8
Total number of places	18
Number of children on roll	5
Name of provider	Hounslow Heath After School Care Committee
Date of previous inspection	11 February 2015
Telephone number	0208 577 0535

Hounslow Heath After School Care registered in 1993. A voluntary management committee, comprised of parents of children that attend the setting, manage the setting. It operates each weekday during term time from 3.30pm to 5.45pm, providing after-school care for children attending Hounslow Heath Infant and Junior schools only. This inspection took place at Hounslow Heath Junior School. The club employs four staff; of whom, three hold relevant qualifications.

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