

Lawley Out of School Club

Lawley Community Centre, Lawley Village, TELFORD, Shropshire, TF4 2PR



Inspection date

18 May 2016

Previous inspection date

4 December 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	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

- The provider has not ensured that all legal requirements are met. Weaknesses in safeguarding practices have a negative impact on the children's welfare and safety.
- The provider has failed to ensure that the necessary checks for staff are completed in a timely manner. New staff are left unsupervised with children before their suitability has been verified. In addition, no information is held on the suitability and qualifications of agency staff who work at the setting on a regular basis.
- Some policies and procedures are not consistently followed in practice by staff. As a result, they are unaware that they should only release children into the care of individuals who have been notified to the provider by the parent. Furthermore, staff do not take appropriate action to ensure children are not exposed to risks.
- The key-person system is not in place. Consequently, children are unable to build relationships with a familiar adult to ensure their individual needs are met.
- Children's behaviour is not managed effectively by staff. Children are not helped and supported to learn how to respect other children in the club. Outdoor play equipment and resources do not support all children's needs.
- Children are not reminded to wash their hands prior to snack time. This compromises their good health.
- Leadership and management are weak. There is no consistent programme of supervision in place to help support and coach the professional development of staff.

It has the following strengths

- Staff take into account children's interests and complement what they are learning at school.

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 are fully aware of their responsibility in meeting the safeguarding and welfare requirements, particularly in relation to only releasing children into the care of individuals who have been notified by the parent | 08/06/2016 |
| ■ ensure staff do not have unsupervised access to children before their suitability has been checked | 08/06/2016 |
| ■ ensure staff manage children's behaviour in an appropriate way and give clear and consistent guidance to allow children to learn kindness and respect for each other | 08/06/2016 |
| ■ ensure a key person is assigned to each child in the early years age range to ensure their individual needs are met and to help them settle and build relationships | 08/06/2016 |
| ■ ensure appropriate arrangements are in place for the supervision of staff, to provide support, coaching and training to increase staff knowledge and skills and help drive continuous improvement | 08/06/2016 |
| ■ ensure there are effective systems in place to determine that any practitioners, including agency staff, are suitable to have regular contact with children and fulfil the requirements of their roles | 08/06/2016 |
| ■ organise premises and equipment in a way to meet the needs of all children, in particular, during outdoor play | 08/06/2016 |
| ■ ensure staff take action to identify and minimise risks to children | 08/06/2016 |
| ■ improve food hygiene routines, for example, by improving children's understanding of how to manage their own hygiene in relation to washing their hands before eating or serving food. | 08/06/2016 |

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and provider. She looked at relevant documentation, such as self-evaluation and evidence of the suitability of staff.

Inspector

Lesley Bott

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. Recruitment and vetting procedures are not robust. Staff who are still waiting for their suitability to be checked are left unsupervised with children. Insufficient information is held on agency staff who work regularly at the club, such as details of their suitability and qualifications. This does not promote children's safety. Staff have poor safeguarding knowledge. They have not considered the risks associated with allowing children to leave the club with adults, other than their parents, without prior parental consent. The provision is clean and tidy. Staff are developing partnerships with parents and the host school. Since the last inspection, the provider has worked hard to address all previous actions. All children now have opportunities for outdoor play. Staff are now aware of the action to be taken in the event of an allegation being made against a member of staff. Some systems for self-evaluation have been put into place and the views of parents are sought on the provision. There have been a considerable number of staff changes in the past 18 months, including senior members of staff. The provider does not hold regular supervision meetings with staff or monitor their practice. As a result, staff are not provided with sufficient guidance, coaching or support. Consequently, the quality of the provision has not made good enough improvement and further weaknesses have emerged.

Quality of teaching, learning and assessment is inadequate

The key-person system is not effective. Children do not know who their key person is and are unfamiliar with which staff member they should approach when they are in need of comfort and support. Equipment and resources, particularly outside, are limited and do not support children's play and interests. On occasions, there are 20 children outside with just one football and two skipping ropes to play with. Staff promote opportunities for the children to mark make. Activities laid out for children allow them to make independent choices about what they want to do when they arrive. Children enjoy exploring with creative and messy resources. For example, they explore texture and shape with different coloured foaming soap. Staff use activities to help promote discussion and develop children's communication and language skills. Staff help children to continue to build on the skills they need to complement their learning at school. Children take part in planned activities and help to create displays that are sometimes linked to topics in school.

Personal development, behaviour and welfare are inadequate

The weakness in the leadership and management of the club means that children's well-being and safety is compromised. Staff do not identify or minimise risks to children, particularly when playing outside. As a result, younger children are involved in accidents as they are hit by a football. In addition, premises and equipment are not organised in a way that meet children's needs. For example, outdoor resources are minimal and do not fully engage children, which leads to unacceptable behaviour. Children are not developing an understanding of respect for others as staff do not address any unwanted behaviour. Children do not show kindness and respect for each other, as they call each other names and use unkind language. This results in younger children withdrawing from the group to sit on their own. Healthy lifestyles are generally promoted by staff as children have daily

opportunities to be outside to help develop their physical skills. Children are offered a variety of balanced snacks and water each day. However, children do not always follow good hygiene routines. Staff are not always vigilant in encouraging children to wash their hands before eating fruit at snack time after they have been playing outside. Children often pick up and then discard fruit while choosing the piece they want. This means that other children then eat fruit that others have handled with unclean hands.

Setting details

Unique reference number	EY397232
Local authority	Telford & Wrekin
Inspection number	1041460
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 - 11
Total number of places	40
Number of children on roll	62
Name of registered person	Susan Christine Pritchard
Registered person unique reference number	RP904277
Date of previous inspection	4 December 2014
Telephone number	01952 506767

Lawley Out of School Club was registered in 2000. The club employs four members of childcare staff. Of these, two hold appropriate early years qualifications at level 2. The club opens from Monday to Friday term time only. Sessions are from 8am until 8.45am and 3pm until 6pm.

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