

Kidz Zone St Thomas

Great Colmore Street, BIRMINGHAM, B15 2AT



Inspection date	19 July 2016
Previous inspection date	11 July 2013

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Satisfactory	3
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:

- The provider has not ensured that all required information and records are accessible and available for inspection. All evidence of staff recruitment and vetting is not held onsite to enable verification.
- Monitoring and evaluation has not been used effectively to identify areas where practice can be further strengthened or developed to promote children's well-being.
- Staff have yearly appraisals and attend training. However, they do not have regular supervision meetings as part of their performance management. This means they do not always benefit from effective coaching and support to enable them to build on their knowledge and skills.

It has the following strengths

- Children's safety is promoted because staff are well deployed and they communicate effectively when children move between the indoor and outside environment.
- Children of different ages and from different schools play happily together and there is a positive and friendly atmosphere within the setting. Staff have good relationships with children, which means that children enjoy interacting with them.
- Staff make good use of the environment where they are based. Children are provided with a suitable range of experiences that they enjoy.
- Children have regular opportunities to play outdoors, which encourages them to be active and helps to support their physical development and good health.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

Due Date

- ensure that records are accessible and available for inspection at all times with regards to the vetting and recruitment of staff. 26/08/2016

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

- enhance performance-management arrangements for staff and provide additional coaching and support that improves their personal effectiveness and drives forward the quality of all aspects of staff practice
- use monitoring and evaluation more robustly and swiftly identify and address any areas where the setting can be developed to enhance the provision for the benefit of the children who attend.

Inspection activities

- The inspector had a tour of the club's facilities with the manager.
- The inspector observed the children engaged in a range of play experiences.
- The inspector looked at relevant documentation, including risk assessments, health and safety information.
- The inspector spoke to members of staff, a small selection of parents and children during the inspection and took account of their views.
- The inspector held a meeting with the provider and area manager.

Inspector

Julia Galloway

Inspection findings

Effectiveness of the leadership and management requires improvement

Some information with regards to the arrangements for the recruitment and vetting of staff is not held onsite. This includes the most up-to-date information from Disclosure and Barring Service checks and additional information about staff suitability. This breaches statutory requirements because the required information is not available during inspection to enable this to be verified. More regular and personalised performance management arrangements have been planned but are not yet effective because they have not been fully implemented. However, staff have a good understanding of their roles and responsibilities. All staff hold appropriate childcare qualifications and some are working towards obtaining a higher level. The arrangements for safeguarding are effective. All staff fully understand their responsibilities to protect children from harm. Meetings and training help to drive forward ongoing improvement.

Quality of teaching, learning and assessment is good

Staff provide children with a suitable range of experiences that supports their all-round development and which helps them to gain confidence for future learning. Children show that they have developed good relationships with staff because they approach them to play games and complete activities with them. Children enjoy participating in activities that provide opportunities for them to solve problems and develop their own ideas. Staff facilitate this as they provide resources for children to make their own dens. Children are encouraged to work together as they play games with balloons in pairs. The manager seeks to develop partnership links with the schools that children attend. Each child's key person exchanges information with parents and other professionals to help them plan to meet children's individual needs. Children develop their social skills as they join in with group games and they learn to share and take turns with equipment.

Personal development, behaviour and welfare require improvement

Children's overall welfare and safety are not assured because staff's suitability cannot be verified. However, records with regard to attendance, children's individual needs and safety are generally well maintained. The positive ethos within the club fosters children's acceptance of each other's similarities and differences. Children develop good relationships with staff who get to know them all well. This helps to promote children's emotional well-being. Children are happy and settled when they arrive at the club because they are familiar with the established routines. They understand to remain in specific areas and are well supervised by staff until the premises are secure. Children are encouraged to make choices about what they would like to do. They listen and respond to instructions from staff who use verbal and visual prompts to gain their attention. Children's good health is effectively promoted. Staff encourage children to wash their hands before eating. Meals are healthy and nutritious and drinks are provided throughout the session. Children are encouraged to be independent and they enjoy helping to make their own meals.

Setting details

Unique reference number	EY458997
Local authority	Birmingham
Inspection number	1041633
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 - 11
Total number of places	28
Number of children on roll	34
Name of registered person	Complete Kidz Community Interest Company
Registered person unique reference number	RP531543
Date of previous inspection	11 July 2013
Telephone number	0121 622 2151

Kidz Zone St Thomas was registered in 2013. The setting opens Monday to Friday during school term times. Sessions are from 3pm to 6pm. The setting employs four members of childcare staff, all of whom hold appropriate early years qualifications at level 3 and 2.

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