

# St Johns Care Club

Clayton CE Primary School, Bradford Road, Clayton, Bradford, BD14 6DD



## Inspection date

18 July 2016

Previous inspection date

24 February 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Inadequate	4
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 failed to notify Ofsted of new committee members and provide the necessary information to enable Ofsted to determine their suitability.
- Children are not safeguarded effectively. Staff have a weak knowledge of child protection issues. Furthermore, the policy and procedures for the safe use of mobile phones are not good enough nor are the systems for ensuring staff's ongoing suitability.
- Staff fail to identify and minimise risks posed to children when they are playing out in the hot weather and when they go to the toilet areas unsupervised.
- First-aid requirements are not met in the manager's absence.
- There is no key-person system. This means staff fail to provide individually tailored care and activities that meet children's individual needs.
- There is poor partnership working and information sharing with parents and staff within the school. This prevents staff from promoting continuity in children's care and complementing the experiences they receive in school. Also, staff do not ensure that parents are fully informed about all aspects of the club.
- New staff do not have an adequate induction and there is poor monitoring of staff practice.
- Some documentation is not maintained as required to promote the efficient and safe management of the club.

### It has the following strengths

- Children are provided with healthy snacks.
- Teatime is a sociable occasion where children talk happily with one another.

## 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:

	<b>Due Date</b>
■ ensure that Ofsted is provided with the necessary information to enable them to determine the suitability of committee members	09/09/2016
■ ensure that all staff are trained to understand the safeguarding policy and procedure, in order for them to be able to confidently identify and respond to possible signs of abuse or neglect and in the event of any allegations being made against a member of staff	09/09/2016
■ implement an effective procedure for the safe use of mobile phones in the setting	09/09/2016
■ implement effective systems to ensure that all staff are made aware of their duty to disclose any changes that may affect their suitability to work with children	09/09/2016
■ ensure that risk assessments are completed and all reasonable steps to remove, minimise and manage risks are taken, with particular regard to risks associated with children playing outside in the hot weather and children using the toilets	09/09/2016
■ ensure that there is at least one person who holds a current paediatric first-aid certificate on the premises and available at all times when children are present	09/09/2016
■ assign each child a key person, in order to tailor their care and activities to meet their individual needs, offer a settled relationship for them and build a relationship with their parents	09/09/2016
■ ensure that there is a regular two-way flow of information with parents and that all required information is shared, including information about staffing in the setting and key persons, to enable continuity of children's care and activities	09/09/2016
■ keep a record of the name and address of every known parent and/or carer and who a child normally lives with	09/09/2016
■ record the name, home address and telephone number of the provider and new staff	09/09/2016
■ put in place appropriate arrangements for supervision of staff, providing support, coaching and training that promotes the interests of children, their safety and well-being	09/09/2016
■ keep an accurate record of children's hours of attendance	09/09/2016
■ ensure that new staff receive induction training to help them understand their roles and responsibilities	09/09/2016

- ensure that the designated lead for safeguarding is able to identify, understand and respond appropriately to signs of possible abuse and neglect so that they can provide support, advice and guidance to any other staff on an ongoing basis and on any specific safeguarding issue as required 09/09/2016
- ensure that children are adequately supervised and that early years children are usually within sight and hearing of staff and always within sight or hearing, with particular regard to when children go to the toilet 09/09/2016
- ensure that records are easily accessible and available at inspection, with particular regard to records of checks completed to ensure staff's suitability. 09/09/2016

### Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector spoke to children and staff at appropriate times during the inspection.
- The inspector held a meeting with the manager, also a committee member. She looked at relevant documentation, such as policies and procedures, accident records and evidence of the suitability of staff working in the club.
- The inspector spoke to a small number of parents during the inspection.

### Inspector

Rachel Ayo

## Inspection findings

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

The provider and manager have a weak understanding of the early years foundation stage. Consequently, they fail to identify and address a significant number of breaches in the legal requirements. This includes a failure to address the breach of requirements identified at the last inspection. This demonstrates a poor capacity to improve. The arrangements for safeguarding are not effective. This has a significant impact on children's welfare. Ofsted remains unable to determine the suitability of new committee members, who are strongly involved in decision making about the club. This is because the necessary information has still not been submitted to Ofsted since the last inspection. There is evidence of staff vetting, although the details of identity checks are not recorded. Furthermore, staff's ongoing suitability is not checked. Staff cannot confidently identify possible signs of abuse or neglect. They do not know the correct referral procedures if they are concerned about a child's welfare. There is no clear procedure for managing allegations against a member of staff. Toilets are located in a separate area to the club and children visit these unaccompanied. This compromises children's safety and well-being. Staff do not challenge parents when they use their mobile phones during the session. No induction is carried out with new staff. This means that they have a poor knowledge and understanding of their role and they are unaware of the emergency evacuation procedures. Some required information about the provider and staff, and children's registration details are not in place to ensure the efficient and safe management of the club.

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

Most staff lack enthusiasm for their work and their interaction with children is poor. They stand around watching children rather than engaging and motivating them. Children who are reluctant to join in go unnoticed. Staff do not support lone children trying to play games requiring two people, such as table football. Staff practice is not monitored. Although the manager has a qualification, he does not utilise this to model effective practice. Staff undertake some general planning and provide a variety of arts and craft activities. However, little consideration is given to the planning of the provision to meet the needs of the early years children or complement learning in school. Children are encouraged to make choices, such as whether they want to play indoors or outdoors and when they would like their snack. This helps to foster their independence.

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

The manager and staff have an insufficient knowledge of how to keep children safe, and promote their health and well-being. They do not implement rigorous safeguarding policies and procedures. The manager cannot confirm that on the day he does not work there is another person with appropriate first-aid training on site. Staff do not promote children's good health or safety in hot weather. When children play outside, there is no encouragement for them to apply sun protection cream and drinks are not provided. Children become distressed and uncomfortable. Staff fail to keep an accurate record of children's attendance. This compromises their safety in the event of an emergency. Children are not allocated a key person to promote their emotional well-being.

Consequently, little or no information is exchanged with parents or staff in the school nursery or Reception class. This prevents staff from getting to know the early years children and affects their ability to provide appropriate support during the settling-in period. Parents are not informed about staffing arrangements, including staff changes. Furthermore, there is misleading information in the policy booklet given to parents, such as how children in the early years foundation stage age group are supported. Despite this, children access a suitable range of resources. They behave appropriately and are sociable with each other during activities and daily routines. They learn to value and appreciate difference.

## Setting details

<b>Unique reference number</b>	EY236196
<b>Local authority</b>	Bradford
<b>Inspection number</b>	1041718
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	4 - 11
<b>Total number of places</b>	30
<b>Number of children on roll</b>	74
<b>Name of registered person</b>	St Johns Committee
<b>Registered person unique reference number</b>	RP520791
<b>Date of previous inspection</b>	24 February 2016
<b>Telephone number</b>	01274 815862

St Johns Care Club was registered in 2003. The club employs six members of childcare staff. Of these, the manager holds a qualification in playwork at level 3. The club opens from Monday to Friday, during term time only. Sessions are from 7.30am to 8.40am and from 3pm to 5.45pm.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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