

Goldilocks Before, After School and Holiday Care

William MacGregor Primary School, Glascote Road, TAMWORTH, Staffordshire, B77 2AF



Inspection date

18 August 2016

Previous inspection date

5 April 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- Actions from the previous inspection have not all been adequately addressed. The provider has still not carried out all the necessary checks to determine the suitability of all staff working with the children.
- The provider has not obtained a Disclosure and Barring Service check for all staff working with children.
- Children are not kept safe while on outings. Staff do not identify and minimise all risks and hazards as they arise.

It has the following strengths

- Staff have improved their knowledge about the procedures to follow if a child goes missing. They are also aware of the circumstances in which they may be disqualified from working with children.
- Staff ensure the premises is fit for purpose and suitable for children. When on the premises, they always keep children within their sight or hearing.
- Children are developing their independence. They benefit from helping themselves to a drink when needed, both in the club and while on outings.
- Children say they enjoy playing with their friends in the club. They behave well and are respectful and kind towards others. They cooperate well with each other, share and take turns.

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
■ implement an effective system to ensure that suitability is determined for all staff working with children	01/09/2016
■ obtain enhanced Disclosure and Barring Service checks for all staff who are working directly with children	01/09/2016
■ identify and minimise all risks to children while on outings, in order to ensure children's safety is fully promoted.	01/09/2016

Inspection activities

- The inspector observed the quality of staff interactions with children during activities indoors and when on an outing.
- The inspector completed a joint observation with the manager.
- The inspector held meetings with the manager.
- The inspector looked at relevant documentation, such as evidence of the suitability and qualifications of staff. She also looked at risk assessments and the club's self-evaluation.
- The inspector spoke to children during the inspection and took into account the written views of parents provided by the manager.

Inspector

Dianne Adams

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The provider has failed to improve the system for vetting staff. She does not obtain an enhanced Disclosure and Barring Service check to make sure all staff working with children are suitable to do so. Steps taken to assess and manage the risks to children while on outings are not effective. Children are not adequately supervised while playing in the park to assure their safety. However, staff ensure the premises are fit for purpose and suitable for children. When on the premises, they always keep children within their sight or hearing. Overall, staff are well qualified. They have a sound understanding of the actions to take if they have concerns that a child is being harmed. Since the last inspection, supervision, coaching and support for staff has improved. All staff have an appropriate first-aid qualification. Their knowledge of the club's policies and procedures is secure. As part of the club's self-evaluation, the views of parents and children are sought. Parents state that children like trying new foods and enjoy the outside activities. Some parents also state that they would like a better ratio of adults to children while on outings.

Quality of teaching, learning and assessment is good

Staff spend time talking to children and their parents to find out what they enjoy doing. They use the information to plan activities that motivate children and reflect their individual interests. Children enjoy playing interactive games and creating structures with bricks. They develop their imagination while dressing up and pretending to take the baby dolls for a walk. Staff place great importance on helping children build upon the skills they learn in school. Children follow instructions and calmly line up to go. They become immersed in their play and concentrate well. Children enjoy making animal bags during an activity at an education centre in a water park. They confidently talk about their families and what they like to do. Staff ask questions to help children to think, listen and to communicate with others.

Personal development, behaviour and welfare are inadequate

Children's welfare and safety are compromised because of significant weaknesses in leadership and management. Children are not always cared for by staff who have had their suitability confirmed. In addition, children are not supervised well enough by staff when they are off the premises. That said, staff spend time getting to know the children and their families well. Routines are well matched to the learning and care needs of children, including children who have special educational needs or disability. Children follow appropriate hygiene routines. They ask to go to the toilet and wash their hands when needed. Children develop positive relationships. Older children show care and consideration towards younger children. They remind younger children of the safety rules, such as not leaving a large dolls pram behind the door. Children learn the importance of following a healthy diet. They confidently help themselves to fresh fruit at snack times and pour their own drinks.

Setting details

Unique reference number	EY440867
Local authority	Staffordshire
Inspection number	1048265
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 - 14
Total number of places	50
Number of children on roll	170
Name of registered person	Adele Dawn Rose
Registered person unique reference number	RP516167
Date of previous inspection	5 April 2016
Telephone number	07814131895

Goldilocks Before, After School and Holiday Care was registered in 2012. The club operates each weekday during most school holidays from 7.30am until 6.30pm. During term time, the club operates after school until 6.30pm. There are four members of staff who work directly with the children and one volunteer. Of these, three hold relevant qualifications in both early years and playwork practice at level 3. The club supports children who have special educational needs or disability.

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