

Happy Days Holiday and After School Club



Leys Primary School, Ripon Road, Stevenage, Hertfordshire, SG1 4QZ

Inspection date	17 August 2016
Previous inspection date	14 December 2012

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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, who is also the manager of the club, has failed to notify Ofsted of changes to committee members and provide the necessary information to enable Ofsted to determine their suitability. The provider has accepted Disclosure and Barring Service checks by other providers. She has not met the requirement to obtain these herself.
- Children are not safeguarded effectively. The provider and some of her staff have a weak knowledge of child protection issues. They do not have an understanding of the action to be taken in the event of an allegation made in relation to any inappropriate behaviour displayed by other staff or committee members.
- Staff recruitment and induction procedures are poor. There is no key-person system. Staff have poor knowledge of children's needs and interests. No supervision arrangements are in place to help staff improve the quality of their practice.
- Children's health is not promoted. The provider does not obtain prior written permission from parents to administer medication. Appropriate hygiene procedures are not in place. Children are not provided with healthy, balanced snacks during the holiday club.
- Staff do not deploy themselves effectively to meet the needs of individual children. The provider has a poor understanding of her responsibility to be guided by the learning and development requirements for children under school age.

It has the following strengths

- Children enjoy daily access to fresh air and exercise in the outdoor area. Staff arrange resources in shaded areas to help protect children from the sun.

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
■ obtain Disclosure and Barring Service checks for all staff	12/09/2016
■ make sure that rigorous recruitment checks are carried out to ensure that staff caring for children are suitable to fulfil their role	12/09/2016
■ provide appropriate arrangements for the supervision of staff	12/09/2016
■ ensure that staff have a secure understanding of the action to be taken in the event of an allegation of abuse being made against a member of staff or a committee member	12/09/2016
■ ensure that prior written permission is obtained from parents in respect of medication to be administered to children so that their health and well-being is assured	12/09/2016
■ implement an effective key-person system at all times to ensure every child's care is tailored to meet their individual needs	12/09/2016
■ ensure that children are provided with healthy, balanced and nutritious snacks while attending the holiday club	12/09/2016
■ ensure that strict hygiene procedures are implemented at all times, particularly in relation to the cleanliness of tables at snack time	12/09/2016
■ review the deployment of staff to ensure that children are provided with opportunities to choose where they would like to play	12/09/2016
■ inform Ofsted of the name, date of birth, address and telephone number of any partner, director, senior officer or other member of the governing body.	12/09/2016

Inspection activities

- The inspector observed staff interactions with children in their play both indoors and outdoors.
- The inspector completed a joint observation with the provider.
- The inspector held a meeting with the provider and the designated member of staff responsible for safeguarding. She looked at relevant documentation and discussed the suitability of staff working in the club with the provider.
- The inspector spoke to staff and children at appropriate times.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Lorraine Pike

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider has failed to address a significant number of breaches in the legal requirements, some of which have been previously identified. This demonstrates a poor capacity to improve and has a significant impact on children's welfare. The provider has not informed Ofsted of changes to committee members who have been in post for a considerable period of time and Ofsted has not been provided with the required details to determine their suitability. The provider and all staff do not hold an enhanced Disclosure and Barring Service check obtained by the club. The provider has accepted checks obtained by staff's other employers or previous employers. The staff and the provider have a poor understanding of the correct action to take in the event of an allegation of abuse against a member of staff or a committee member. Staff recruitment procedures are inadequate. The provider does not conduct suitable checks or provide adequate induction to ensure that staff are suitable for their role. This compromises children's safety and well-being. The provider does not undertake supervision meetings with staff. Therefore, she does not identify or address any weaknesses in staff practice or support them to raise the quality of experiences they offer children. The provider seeks the views of parents and children to help her reflect on the service she provides. However, self-evaluation is basic. It does not identify or prioritise weaknesses to meet all requirements. Some information is shared between teachers of the host school and staff who work in the club during term time to provide some support for children's continuity of care.

Quality of teaching, learning and assessment is inadequate

The provider has a poor understanding of her responsibility to be guided by the learning and development requirements when caring for children under school age. This has a negative impact on the youngest children's time spent at the club. She does not know how to support or promote their basic needs in order to provide stimulating, age-appropriate activities. Staff undertake some general planning. However, the range of resources and arts and crafts activities is uninspiring. For example, staff provide children with pre-cut shapes to join together to create a police car and pictures to colour. This does not support their imagination or creativity. Some staff lack enthusiasm for their work. Their interaction with children in whole-group activities and registration time is poor. They fail to deploy themselves effectively to support young children's understanding of the rules of the club and group games. This results in children wandering around looking confused and upset. Staff do not motivate them to participate in group games. They ask younger children to sit down with older children who have chosen not to participate. In addition, staff do not support children to make independent choices about where and what they would like to play with. Parents describe staff as friendly and feel that they have a good relationship with them.

Personal development, behaviour and welfare are inadequate

The provider's and staff's inconsistent knowledge of safeguarding requirements compromises children's welfare and well-being. The provider does not obtain prior written permission from children's parents to administer medication, this includes life-saving

medication. Staff who hold a first-aid qualification state that they have received training to administer emergency medicines. However, at the time of inspection the provider was not able to provide any evidence to verify this. Staff do not provide children with healthy, nutritious snacks during the holiday club. Children eat their snack at tables which have not been cleaned and still contain toys and activities. Therefore, staff fail to follow appropriate hygiene procedures to reduce the risk of cross-infection. Children are not allocated a key person. This prevents staff from getting to know the early years children and affects their ability to provide appropriate support. Despite this, children demonstrate their affection for staff, for example, stating they will make cakes for them during role play. Children generally behave appropriately and are sociable with each other during activities and daily routines. They clap and praise each other for their achievements. Outdoors, children develop control and coordination as they play skittles and strengthen their muscles as they confidently bounce on large soft-play equipment.

Setting details

Unique reference number	EY306012
Local authority	Hertfordshire
Inspection number	1059696
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	3 - 12
Total number of places	50
Number of children on roll	75
Name of registered person	Springers Breakfast, After School and Holiday Club Committee
Registered person unique reference number	RP525492
Date of previous inspection	14 December 2012
Telephone number	07958 021 993

Happy Days Holiday and After School Club was registered in 2005. It is managed by a voluntary committee. The club employs four members of staff. Of these, three hold a qualification at level 2 or above. The before- and after-school club operates from Monday to Friday, during term time. Sessions are from 7.30am to 8.50am and from 3.15pm to 6pm. The club also provides a holiday club during the summer school holidays. Sessions are from 8am to 6pm.

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