

Inspection date

27 September 2016

Previous inspection date

25 March 2015

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		Requires improvement	3
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 an inadequate knowledge of the early years foundation stage and the Childcare Register requirements, resulting in breaches of both. Self-evaluation is weak.
- The provider does not ensure that all staff understand safeguarding procedures. Not all staff have secure knowledge of the Local Safeguarding Children Board procedures, which compromises children's welfare.
- Staff induction, support and supervision procedures are ineffective. The provider does not monitor staff practice or the provision well enough. The provider has failed to inform staff of the requirement to disclose any information that may affect their suitability to work with children.
- The provider has not considered adequate contingency arrangements to safeguard children, as only one member of staff holds a paediatric first aid qualification. This puts children at risk.
- The provider has continued to fail to provide Ofsted with the required information to enable them to check the suitability of committee members. This was an area identified for improvement at the last inspection.
- Not all records and documentation are available for inspection, including children's personal details and suitability records relating to staff and committee members.

It has the following strengths

- Staff provide a suitable range of activities that interest and engage children in play.

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 all staff have a secure knowledge of the Local Safeguarding Children Board procedures, including procedures to follow if they have concerns about a colleague	14/11/2016
■ ensure staff are aware that they are expected to disclose any information that may affect their suitability to work with children	14/11/2016
■ ensure there is at least one person on the premises and available at all times when children are present that holds a current paediatric first-aid certificate	16/12/2016
■ ensure all staff receive adequate induction training that includes information about safeguarding and child protection, as well as effective staff supervision to provide support, coaching and training for the practitioner and to support the interests of children	16/12/2016
■ provide Ofsted with the required information to enable suitability checks to be completed on new committee members	14/11/2016
■ ensure that records and documentation are available for inspection at all times, including children's details and evidence to show the suitability of staff and committee members.	14/11/2016

Inspection activities

- The inspector observed the staff and children in their indoor and outdoor activities.
- The inspector held discussions with management, staff and parents.
- The inspector checked required documentation, including first aid and insurance certificates and evidence of staff suitability checks.
- The inspector viewed the safety of the premises.

Inspector

Julie Wright

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider does not have an adequate understanding of requirements. Safeguarding is ineffective. Not all staff have a secure awareness of possible signs that children may be at risk of harm. Staff do not all know the procedures to follow if they need to make a referral, or if they are concerned about a colleague's conduct. The designated person for safeguarding has suitable knowledge of child protection procedures, but she has not shared this information with all staff. The provider does not ensure that staff have effective induction training or regular supervision to provide them with adequate support. The provider holds weekly meetings to discuss general matters of the club. However, these do not identify significant weaknesses and breaches of requirements. Improvements since the last inspection are limited. The provider has not ensured that Ofsted has received information they requested about committee members, to enable completion of the required suitability checks. At the time of the inspection, evidence of the suitability of staff and of committee members was not available. Although one member of staff holds a first aid qualification, the provider has not considered contingency plans if this member of staff is absent .

Quality of teaching, learning and assessment requires improvement

Children settle and play well at the club. For example, they enjoy imaginative play with their friends and building with construction toys. Staff provide creative play materials and outdoor play activities, which children enjoy. Children move around with confidence and make independent choices. Levels of staff interaction vary. Although staff provide appropriate support overall, some members of staff supervise rather than encouraging play and interacting positively with children. Staff receive information from teachers as they collect children from school, to support children's well-being and care. Staff inform parents about children's activities through regular discussions and newsletters.

Personal development, behaviour and welfare are inadequate

The safeguarding arrangements do not adequately protect children's welfare due to gaps in some staff's knowledge. Some aspects are secure. For example, staff and children are conscientious about not using their mobile phones. Staff supervise children to keep them safe. Children understand the club rules and expectations of behaviour. For example, they know that the line of cones outside indicates a boundary. Older children are kind towards younger children and friendships develop. The manager asks parents about children's individual needs and details before they attend. However, children's records are not always available to ensure that staff have relevant information to hand in an emergency, such as medical details, dietary requirements and all contact numbers.

Setting details

Unique reference number	EY403116
Local authority	Devon
Inspection number	1052120
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 - 8
Total number of places	40
Number of children on roll	10
Name of registered person	Kidz Biz Committee
Registered person unique reference number	RP521002
Date of previous inspection	25 March 2015
Telephone number	07854318019

Kidz Biz registered in 2009. It is based at Bowhill Primary School in Exeter and opens Monday to Friday from 3.20pm to 5.45pm, in term time only. Five members of staff work directly with children, two of whom have a relevant qualification at level 2.

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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