

Woody's Breakfast & After School Club



Holywell Primary And Nursery School, School Road, Birmingham, B45 9EY

Inspection date

12 October 2016

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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 failed to notify Ofsted of a change to the manager of the provision. There is also no named deputy to take charge in the manager's absence.
- Not all staff have been subject to robust identity and vetting checks. Furthermore, the provider does not keep a clear record of checks that are completed.
- Not all documentation is easily accessible and available for inspection. The provider failed to provide evidence that at least one person who holds a current paediatric first-aid qualification is on the premises and available at all times.
- Children and their families are not always allocated a key person. Some children struggle to become familiar with the setting and staff do not always build good relationships with their parents.
- Children's behaviour is not consistently managed in an appropriate way. They do not receive clear messages about expectations and boundaries at the club.
- The providers safeguarding knowledge is weak, particularly with regard to what to do in the event of an allegation being made about a member of staff.
- The arrangements for the performance management of staff are not good enough. Children do not consistently benefit from good quality interactions with staff.
- Managers do not reflect closely on the quality of the club, to take action and improve.

It has the following strengths

- The environment is welcoming and well laid out. A range of activities and experiences is available. In the main, children generally enjoy attending.

What the setting needs to do to improve further

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

	Due Date
■ notify Ofsted of all changes that occur, including any changes to the manager, as soon as reasonably practical and always within 14 days	24/10/2016
■ ensure there is a named deputy who is judged capable to take charge in the manager's absence	24/10/2016
■ ensure that robust identity and vetting checks are completed for all staff working with children and keep a record of these checks, including details about Disclosure and Barring Service checks	24/10/2016
■ ensure that all records are easily accessible and available for inspection	24/10/2016
■ provide evidence that at least one person who holds a current paediatric first-aid qualification is on the premises and available at all times	24/10/2016
■ allocate a key person for each young child and ensure they help the child become familiar with the setting and build a good relationship with their parents so that information is shared well about children's time at the club	07/11/2016
■ ensure children's behaviour is managed in an appropriate way so that all children receive clear messages about expectations and boundaries at the club	07/11/2016
■ improve safeguarding knowledge, particularly with regard to what to do in the event of an allegation being made about a member of staff	24/10/2016
■ put good arrangements in place for the supervision of staff and sharply focus on improving the quality of their interactions with children and the experiences they provide.	07/11/2016

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

- reflect more closely on the quality of the provision to identify and address all weaknesses, in order to swiftly improve.

Inspection activities

- The inspector observed the quality of staff interactions with children during activities indoors.
- The inspector held a meeting with the provider of the club. She looked at relevant documentation, policies and procedures.
- The inspector looked at evidence to check the suitability of all those working with children.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

Inspector

Josephine Heath

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider has failed to notify Ofsted of changes to the management of the provision. There is some confusion over the management structure. There is no named deputy who is judged capable to take charge in the manager's absence and it is unclear who holds this role. The arrangements for safeguarding are ineffective. The provider does not always implement robust vetting checks when employing new staff, including obtaining a Disclosure and Barring Service check. Furthermore, the provider does not keep a clear record of the checks that are completed as is required. The provider's safeguarding knowledge is weak, particularly with regard to what to do in the event of an allegation being made about a member of staff. Managers and staff do have some suitable knowledge of other child protection issues, which helps protect children from some types of harm. The provider does not keep all documents and records easily accessible. The provider was unable to provide evidence that at least one person with a paediatric first-aid qualification is on the premises and available at all times. Children's safety is promoted in some ways. Staff deploy themselves well so children are well supervised. Attendance registers are used to sign children in and out so staff know where children are at all times. Robust collection procedures prevent persons unknown to staff picking children up. Accident logs ensure all injuries are appropriately reported to parents. Staff are fairly experienced and the manager is well qualified. However, they do not consistently benefit from good arrangements for performance management and supervision. The provider is not sharply focused on enhancing the quality of staff's interactions with children. Managers do not look carefully enough at the quality of the provision in order to identify and take effective action to swiftly improve.

Quality of teaching, learning and assessment requires improvement

Children's experiences are not consistently enhanced by good quality interactions with all staff. Some staff spend very limited time interacting with children at their level. Children are very independent and mostly confident. They make choices about what they want to do and manage their own needs, such as taking care of their belongings or using the toilet with little staff involvement. Some staff take children's interests into account when providing activities to complement what children learn at school. For example, children are interested in creative activities. They enjoy colouring, drawing and making collages from a variety of materials. Staff put out appropriate resources, talk to children about what they are doing and encourage them to share their ideas. This builds on their communication skills. A working relationship with the host school is established and information between the setting and school is shared. This helps to support children attending the club to continue to make progress.

Personal development, behaviour and welfare are inadequate

Due to the identified weaknesses in safeguarding and welfare practices, children's well-being is not effectively promoted. Children's social and emotional well-being are not adequately fostered. Key persons are not allocated to young children in a timely way. Staff do not get to know children and their families well enough from the outset. Children struggle to quickly become settled and relaxed within the environment. Staff do not share

enough information with all parents about their children's time at the club to promote continuity between the setting and home. Staff do not help to ensure children behave well. The rules and boundaries of the setting are not always clear as children are not consistently reminded of the expectations. Children struggle to share, listen to each other or adults and play well. Furthermore, sometimes children display behaviours that are unsafe, such as hurting each other or throwing resources. Children are supported to continue to learn about the importance of healthy lifestyles. Staff provide nutritious meals and ensure children adopt good hygiene routines.

Setting details

Unique reference number	EY484189
Local authority	Worcestershire
Inspection number	1074770
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	30
Number of children on roll	62
Name of registered person	Emma Louise Potter
Registered person unique reference number	RP902949
Date of previous inspection	Not applicable
Telephone number	07773190543

Woody's Breakfast & After School Club was registered in 2014. The club employs four members of childcare staff. Of these, one holds an appropriate early years qualification at level 3. The club opens from Monday to Friday, term time only. Sessions are from 7.45am until 8.45am and from 3.10pm until 6pm.

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