

Energy Kidz Out Of School Club - Harmans Water Rg12



Harmanswater Primary School, Wellington Drive, Bracknell, RG12 9NE

Inspection date	7 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		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- Children's welfare and safety are compromised. The provider does not meet all requirements of the Early Years Register and the Childcare Register. Staff do not have adequate knowledge of safeguarding. They do not know who the designated lead person for safeguarding is, should they have a concern about a child's welfare.
- The provider fails to ensure staff have a secure knowledge of the policies and procedures. Staff do not understand or implement the mobile phone policy effectively.
- The provider fails to ensure that staff have a secure understanding of risk assessment and supervise children effectively, particularly while using the outdoor play equipment.
- Procedures for induction and performance management are weak. Staff do not have adequate support and knowledge, or a clear understanding of their responsibilities.
- The provider does not ensure staff deployment is effective. Staff fail to identify risks associated with children when unknown adults are collecting their child from school.
- Staff lack sufficient skills to manage the behaviour of different age groups effectively.
- Not all staff have an awareness of children's interests and do not engage with them. Staff do not liaise effectively with the school and parents to meet children's needs. Self-evaluation is weak. Some required documentation was not available for inspection.

It has the following strengths

- Children enjoy taking part in activities with their friends.

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
<ul style="list-style-type: none"> ■ ensure that all adults understand and implement the safeguarding policy and procedures, including all aspects of the mobile phone policy, and that staff fully understand who is the designated lead person for safeguarding, should they have any concerns about children's welfare 	28/10/2016
<ul style="list-style-type: none"> ■ ensure staff use rigorous risk assessments to identify and minimise all hazards to children's safety, particularly when they use the outdoor play equipment 	28/10/2016
<ul style="list-style-type: none"> ■ ensure induction training is effective so all staff fully understand the policies and procedures, and are clear about their roles and responsibilities in relation to safeguarding and child protection 	28/10/2016
<ul style="list-style-type: none"> ■ improve staffing arrangements to ensure children are adequately supervised and staff are deployed effectively to engage children and meet their needs at all times 	28/10/2016
<ul style="list-style-type: none"> ■ implement effective security measures to ensure that unauthorised adults going into the school are not able to gain access to areas of the premises where children who attend the after-school club are present 	28/10/2016
<ul style="list-style-type: none"> ■ train staff to manage children's behaviour effectively so that all children receive clear messages about behavioural expectations 	28/10/2016
<ul style="list-style-type: none"> ■ implement an effective key-person system to ensure that all staff work in partnership with parents and the host school, interact with children effectively and have a continuous awareness of children's interests and individual needs 	28/10/2016
<ul style="list-style-type: none"> ■ ensure all the required documentation, including information from complaints, is available at inspection 	28/10/2016
<ul style="list-style-type: none"> ■ implement an effective arrangement for supervision of staff which provides training, support and coaching to foster a culture of mutual support, teamwork and continuous improvement. 	28/10/2016

Inspection activities

- The inspector held discussions with children, the provider and staff at appropriate times during the inspection.
- The inspector looked at a range of documents, including some policies and procedures.
- The inspector checked evidence of suitability and staff qualifications.
- The inspector observed a variety of activities.

Inspector

Jane Franks

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider fails to ensure staff are clear about their roles and responsibilities to ensure children's safety. For example, they do not ensure that all staff know who the designated person for safeguarding is if they have any concerns about a child's welfare. The procedures for risk assessment are weak. Staff do not understand risk adequately to identify and reduce all potential safety hazards to children. The provider fails to ensure all areas of the setting are secure. For example, parents collect their children from other activities at the school through the outdoor play areas used by the club. This places children's safety at risk from contact with unknown adults. The provider does not recognise that staff do not receive a robust induction or effective training and support in their new roles. The manager fails to provide ongoing support to improve staff practice, which has a negative impact on children's safety and welfare. Due to their lack of effective induction, staff do not know or understand all the policies and procedures. For example, they do not follow the safeguarding policy, which requires them to challenge any adult using a mobile phone on the premises. Some required records were not available or accessible for inspection, which includes the record of complaints. The provider and manager fail to evaluate the quality of the provision effectively or recognise breaches in requirements and how these affect children.

Quality of teaching, learning and assessment is inadequate

Staff do not have a sufficient knowledge of children's interests and fail to engage and interact with them. For example, when taking part in indoor activities, children become restless and older ones run around and climb on chairs. The key-person system is weak. When children first start at the club, staff do not obtain information from their parents about the child's interests. Staff do not liaise effectively with parents and the host school to obtain adequate information to meet children's individual needs.

Personal development, behaviour and welfare are inadequate

The weaknesses identified in safeguarding have a detrimental effect on children's safety and welfare. The provider does not deploy staff effectively to ensure children's safety. Staff do not provide adequate supervision, particularly in the outdoor area. For example, staff fail to recognise the potential risks of allowing young children to climb bushes and trees unsupervised. Staff lack the skills and knowledge to manage each child's behaviour effectively. They do not challenge unacceptable behaviour when this occurs or understand the impact of this on other children. Staff do not recognise the importance of providing consistent messages about behaviour to enable children to learn how to manage their feelings.

Setting details

Unique reference number	EY498855
Local authority	Bracknell Forest
Inspection number	1074510
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	5 - 8
Total number of places	40
Number of children on roll	3
Name of registered person	Energy Kidz Ltd
Registered person unique reference number	RP901001
Date of previous inspection	Not applicable
Telephone number	07824157220

Energy Kidz Out Of School Club Harmanswater registered in 2016. It operates from Harmanswater Primary School in Bracknell, Berkshire. The after-school club opens from 3pm until 6pm during term time only. The club employs three members of staff, two of whom hold recognised childcare qualifications.

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