

Salisbury District Hospital Holiday Playscheme

Odstock Road, Salisbury, Wiltshire, SP2 8BJ



Inspection date

26 October 2016

Previous inspection date

5 November 2013

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		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 not ensured that all staff have a confident awareness of signs and symptoms that may mean a child is at risk of harm. This puts children's welfare at risk as staff are not able to take prompt and appropriate action to help keep children safe.
- Monitoring and evaluation of staff practice is not effective. The provider does not always identify weaknesses in the provision to ensure improvements are made with regards to keeping children safe and ensuring they gain the most from their activities.
- There are inconsistencies in the way in which staff engage with children during their activities. Staff do not always allow children to do things for themselves, or get involved enough in their play, to enhance children's enjoyment and ensure children benefit fully from their activities.
- Staff do not make good use of the outdoor play spaces to increase children's health and well-being.

It has the following strengths

- Children enjoy the freedom to make choices in what they play with indoors. They are relaxed and comfortable in the setting.
- Children behave well and understand expectations and boundaries that help to keep them safe. They make friends and learn to play fairly together.

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
■ improve staff knowledge of how to identify, understand and respond appropriately to safeguarding concerns	25/11/2016
■ implement effective systems to monitor and improve the quality of staff practice, particularly in relation to safeguarding knowledge and the effectiveness of staff interactions with children.	24/12/2016

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

- improve staff's understanding of how to support children as they play, to ensure they benefit fully from the activities on offer
- provide more opportunities for children who prefer to play outdoors, to independently choose when they want to play.

Inspection activities

- The inspector observed activities in the playrooms and the outdoor area.
- The inspector completed a joint observation and engaged in discussions at an appropriate time with the manager and nominated person.
- The inspector sampled welfare records.
- The inspector checked evidence of staff suitability and qualifications of practitioners working with children and reviewed the provider's evaluations.
- The inspector took account of the views of parents and carers spoken to on the day of the inspection and engaged in discussions with staff and children at appropriate times.

Inspector

Samantha Powis

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Not all staff have a confident understanding of safeguarding matters including how to recognise signs that children may be at risk of harm. This compromises children's safety and delays action being taken in the event of a child protection concern. Although all staff complete initial safeguarding training as part of their induction, their knowledge is not checked by managers to help ensure children are kept safe. Staff recruitment procedures are thorough and checks are completed to confirm staff's ongoing suitability to be left alone with children. Although evaluations and monitoring of staff's performance takes place, these are not effective in identifying where practice is weak, to ensure that improvements are made. Some recent changes have been made to policies and procedures, and more in-depth training on safeguarding has been introduced. However, not all staff have been informed of these policies or attended further training to ensure practice is consistently good throughout the setting.

Quality of teaching, learning and assessment requires improvement

Children generally enjoy their activities in the club. However, not all staff use effective strategies to engage children fully or provide opportunities for them to extend their own play. For example, children are unable to roll out their own dough during a cooking activity as the member of staff does this for them. This prevents children from gaining new skills and lessens their sense of achievement. Some staff are more involved in children's play such as when challenging them in a game of snooker. They discuss the rules, which help children to play fairly with their friends. Staff find out from parents about children's interests at home, which helps them to reflect these when planning activities to suit children's needs. Children have a say in the types of activities they engage in, as their feedback is frequently sought.

Personal development, behaviour and welfare are inadequate

Children's welfare is compromised due to weaknesses in staff's knowledge of identifying safeguarding concerns. However, children learn about keeping themselves safe. For example, before heading out on a walk, staff remind them of rules and expectations to help them stay safe and to respect other users of the hospital site. Children form friendships with other children and are confident to seek support from adults. Staff gain an awareness of any individual requirements that children may have and, through effective engagement with parents, understand their role in supporting medical needs. Children can help themselves to fresh fruit during the session, helping them to learn about the benefit of nutritious diets. However, staff do not give children enough opportunities to choose to play outdoors and engage in physical activities regularly to further support their health.

Setting details

Unique reference number	146005
Local authority	Wiltshire
Inspection number	1061501
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	66
Number of children on roll	122
Name of registered person	Salisbury NHS Foundation Trust
Registered person unique reference number	RP902736
Date of previous inspection	5 November 2013
Telephone number	01722 336262 X 2328

Salisbury District Hospital Playscheme registered in 1999. It operates from the staff club of Salisbury District Hospital in Wiltshire. The scheme opens five days a week during school holidays. Sessions are from 7am until 6pm. The playscheme employs 15 staff, 11 of whom have appropriate playwork or early years qualifications.

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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