

Inspection date	9 November 2016
Previous inspection date	26 June 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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- Children's safety is compromised. There are numerous breaches in the legal requirements, which have a significant, negative impact on children's safety. For example, the provider fails to ensure that there is at least one member of staff with a paediatric first-aid certificate on site and during outings, at all times.
- The provider has a range of risk assessments that staff use to check the premises on a daily basis. However, some aspects of children's safety, such as when they are transported in the minibus, are not effectively assessed as part of the risk assessments.
- There are signs displayed that mobile telephones and cameras are prohibited. However, the safeguarding policy that covers the use of mobile phones is ineffective. This is because staff do not question or prevent parents from using their phone in the setting.
- The provider is not aware that they are required to ensure that an accurate record of children's hours of attendance is recorded and maintained. Therefore, there are no accurate records in place.

It has the following strengths

- Staff have effective partnerships with parents, other providers and other professionals. They regularly share information to promote children's care.
- The key-person system is effective. Parents are aware of their child's key person and they develop good relationships with staff to ensure that children's individual needs are met.
- Children have daily opportunities for outside play. They use a range of resources and play football with staff. This supports them in developing healthy lifestyles.

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
■ ensure that at least one person who has a current paediatric first-aid certificate is on the premises and available at all times when children are present	08/12/2016
■ take all reasonable steps to ensure that children are not exposed to risks when being transported in the mini bus	08/12/2016
■ implement robust procedures for safeguarding children, with particular reference to the use of mobile telephones and cameras in the setting	08/12/2016
■ keep a daily record of the children cared for and their actual hours of attendance	24/11/2016

Inspection activities

- The inspector spoke to a small number of parents during the inspection and took account of their views. She accompanied staff when collecting children from the local school Reception class.
- The inspector held a meeting with the provider and manager. She looked at relevant documentation, such as the setting's safeguarding policy and risk assessments. The inspector reviewed evidence of the suitability of staff working in the setting.
- The inspector observed the quality of staff interaction and assessed the impact this has on children's time at the club.
- The inspector observed a range of activities and jointly evaluated these with the provider.
- The inspector discussed with the provider how she evaluates her setting and reviewed the supervision and appraisals records. She spoke with staff and children at appropriate times throughout the inspection.

Inspector

Jo Rowley

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. Although there is a member of staff with a current first-aid certificate at the setting, there are times when this staff member is not present with the children. For example, when the staff member goes to collect children from outside activities the setting is left without a person who is qualified to administer first aid. This means that children are not protected in the event of an accident or emergency. Furthermore, risk assessments are not consistently effective. For example, staff do not ensure that children are safe when they travel by minibus. They do not consistently ensure that children are securely restrained by a seatbelt while travelling. This poses a significant risk to children's safety in the event of an accident. Staff do carry out some checks to ensure that children are safe. For example, although the gate is open during the setting hours, the main door to the first-floor club remains locked. While children play outside a member of staff stands at the gate to ensure that unsupervised access is not permitted. Furthermore, if an unknown adult is collecting children from the setting the staff will ask the parent to provide a name and a password beforehand. This means unauthorised adults are not able to collect children. However, the mobile phone and camera policy is not effectively promoted. For example, when a parent uses their mobile phone in the setting staff do not challenge them. Staff build friendly partnerships with parents. They share information with them to ensure that they are aware of what their children have taken part in at the club. Regular supervision and appraisal meetings are held with the manager and owner to support staff with their ongoing training needs. Self-evaluation includes the review of activities to see where staff can implement positive changes.

Quality of teaching, learning and assessment is good

Children engage in art and craft activities. They demonstrate their creative skills as they paint autumn pictures with fruit, such as apples. Children learn about a wide range of cultural events and specific occasions, such as Remembrance Day. They make individual poppies as staff talk about the event in more depth. The key-person system is effective in engaging parents. Staff have a group of key children who they support from when they first join the setting. Staff work closely with parents to find out about their children's likes and interests. Staff carry out some observations of children at play and keep a book that contains photographs and examples of the activities they have taken part in. This book is shared with parents at the end of the Reception year. Children make choices about their play. They use the pretend kitchen resources imaginatively and make up their own stories as they read to their friends.

Personal development, behaviour and welfare are inadequate

Staff are not sufficiently vigilant and children's safety is not effectively promoted. For example, staff do not help children to learn about keeping themselves safe as they do not consistently enforce the legal requirements for transporting children by minibus. Staff do not record children's actual times of attendance at the club. For example, although all children are marked as present in the attendance registers, their time of arrival and departure is not clearly recorded. Therefore, there is no distinction between children that

arrive when the setting opens or those that arrive midway through the session. This means staff are unable to clarify how many children are in the setting at any one time. This compromises children's safety in the event of a fire or emergency evacuation. Children eat a range of healthy meals and snacks, which they serve themselves. They behave well and make friendships with children of differing ages.

Setting details

Unique reference number	EY239836
Local authority	Hertfordshire
Inspection number	1077195
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 - 11
Total number of places	68
Number of children on roll	98
Name of registered person	Lindees Limited
Registered person unique reference number	RP527411
Date of previous inspection	26 June 2013
Telephone number	01727 848 355

Lindees was registered in 2002. The setting employs six members of childcare staff. Of these, three hold appropriate early years qualifications at level 2 or above. The setting opens Monday to Friday, from 7.30am until 8.45am and from 3.15pm until 6.15pm, during term time. The setting also offers a holiday club that operates from 8am to 6pm during the school holidays.

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