

Y Play Before & After School & Holiday Club



Willow Trees Children's Centre, Loxley Close, Church Hill, Redditch, Worcestershire, B98 9JL

Inspection date	14 December 2016
Previous inspection date	1 November 2012

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

- Those with management responsibilities do not have a good enough understanding of the legal requirements. Therefore, children's safety and well-being are compromised.
- Staff and those with management responsibilities do not demonstrate a good enough understanding of the safeguarding policies and procedures, including the procedure to follow if an allegation is made against a member of staff.
- Some documentation with regard to staff's recruitment and their suitability is not available for inspection.
- Staff do not have regular enough supervision meetings as part of their performance management. They do not benefit regularly enough from effective coaching and support to enable them to build on their knowledge and skills.
- Key persons have not established effective ways to share ongoing information with teachers or nursery staff, in order to further support and complement children's care and learning.

It has the following strengths

- Communication with parents is good. Parents talk very positively about the club and the care and activities staff provide.
- Children have many opportunities to develop their physical skills as they walk from school, play on equipment safely outdoors and take part in a range of sports.
- Children are happy and confident. They chat happily away, talking about the things they like doing at the club. Staff build positive relationships with children.

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
<ul style="list-style-type: none"> ■ ensure all those with management responsibilities have the skills knowledge and understanding to carry out their roles effectively and meet the requirements of the early years foundation stage 	31/01/2017
<ul style="list-style-type: none"> ■ ensure all staff have a good understanding of safeguarding policies and procedures, including what to do if they have a concern about wider safeguarding aspects or if an allegation is made against a member of staff, in order to ensure children's safety and welfare are given the highest regard 	31/01/2017
<ul style="list-style-type: none"> ■ demonstrate that robust recruitment arrangements are in place and ensure all staff records are available for inspection 	16/12/2016
<ul style="list-style-type: none"> ■ improve the performance management and supervision of staff to offer continuous support and guidance, in order to raise the overall quality of practice and ensure all staff have the skills and knowledge to fulfil their roles 	28/02/2017
<ul style="list-style-type: none"> ■ improve the links between the key persons, teachers and nursery staff and share more regular information about individual children's needs, routines and learning. 	28/02/2017

Inspection activities

- The inspector had a tour of the club's facilities with the manager.
- The inspector accompanied the staff on the school walk to collect a number of children.
- The inspector observed the children engaged in a range of play experiences.
- The inspector looked at relevant documentation.
- The inspector spoke to members of staff, parents and children during the inspection and took account of their views.

Inspector

Emma Daly

Inspection findings

Effectiveness of the leadership and management is inadequate

Weaknesses in leadership and management mean children's safety and welfare are compromised. The manager does not have a secure understanding of his responsibilities to meet all legal requirements. The arrangements for safeguarding are not effective. The manager and some staff do not demonstrate a secure understanding of safeguarding policies and procedures. Some staff cannot identify signs and symptoms of abuse, including those relating to wider safeguarding concerns. They do not have a good enough understanding of the procedures to follow in the event of an allegation being made against a member of staff. Staff do not yet benefit from regular supervision to promote their professional development. Most staff are qualified or working towards appropriate qualifications. However, targeted support and coaching are not regularly offered in order for staff to gain a better understanding of their roles and responsibilities and improve their practice. Appropriate procedures have been followed for the recruitment of new staff. However, some information with regard to the vetting processes that have been completed is not available for inspection as required. The newly appointed senior manager has begun working in partnership with the manager. She is enthusiastic about developing the club and has begun to identify some of the weaknesses in practice. Staff seek the views of parents and children to help in this process. However, monitoring has not been sufficiently effective in quickly addressing weak practice.

Quality of teaching, learning and assessment requires improvement

Key persons do not work closely enough with teachers and nursery staff. Not enough information is shared about children's interests and capabilities. This means activities are not always well suited to children's individual needs. Children sometimes lose interest and at times wander around looking for attention. Nevertheless, staff provide children with a broad range of experiences that supports their all-round development and builds their confidence. Staff generally interact well with children and they encourage them to develop their own ideas. Children enjoy using a range of materials to create their own Christmas cards. Some children persist at tasks and they are very proud of their achievements. They show good pencil control as they write their names and are developing their literacy skills as they spell out words. However, staff do not do enough to build on the learning taking place in school or nursery.

Personal development, behaviour and welfare are inadequate

Children's overall welfare and safety are compromised due to the significant weaknesses in the manager's and staff's safeguarding knowledge. Children are assigned a key person, however, these staff do not know their key children well enough to meet their individual needs well. Nevertheless, children are confident and settled. Children behave well and enjoy talking to their friends. They take turns during games and respect each other's views. Children's independence is suitably promoted. They enjoy helping out with small tasks and are involved in making decisions about some aspects of the club. Children are provided with a range of healthy foods and their good health is promoted.

Setting details

Unique reference number	EY432319
Local authority	Worcestershire
Inspection number	1059937
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	3 - 15
Total number of places	64
Number of children on roll	32
Name of registered person	Worcestershire YMCA Limited
Registered person unique reference number	RP521630
Date of previous inspection	1 November 2012
Telephone number	01527 65668

Y Play Before & After School & Holiday Club was registered in 2011. The after-school club is open each weekday from 7.30am to 9am and from 3pm to 6pm during term time. The holiday playscheme is open from 8am to 6pm during all school holiday periods. There are ten members of staff. Of these, five hold appropriate early years qualifications at level 3, and three hold level 2.

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