

The Beehive After School Club



Finchampstead C of E Primary School, Finchampstead, Wokingham, Berkshire, RG40 4JR

Inspection date	13 December 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 fulfil their duties for safer recruitment and ensuring staff's ongoing suitability. This compromises children's welfare.
- The provider does not offer mentoring and support to ensure the manager and staff have the skills to fulfil all aspects of their roles and responsibilities.
- Not all staff have sufficient understanding of safeguarding matters or know how to implement the club's safeguarding procedures. They are unable to identify all indicators that a child may be at risk of harm. Some staff do not know what to do if they have concerns about a child's well-being. This places children's safety at risk.
- Staff do not set up the club's play area ready for the children to play and explore when they arrive after school. Some children wander aimlessly at the start of the session.
- Self-evaluation is weak. It is not used effectively to identify breaches in the Early Years Register and Childcare Register requirements.

It has the following strengths

- Staff have positive partnerships with parents and other professionals involved in children's care. They use what they know about children to plan some enjoyable activities.
- Children's health is well maintained by staff, for example they enjoy a healthy and well-balanced tea.

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"> ■ implement effective recruitment procedures to ensure staff suitability and check staff understand their responsibility to inform the provider of any issues that may affect their suitability 	13/01/2017
<ul style="list-style-type: none"> ■ ensure all staff, including the manager, have up to date knowledge of safeguarding issues, know how to identify possible indicators that a child may be at risk of harm, and understand how to implement the club's safeguarding procedures in the event of a concern about a child's welfare 	13/01/2017
<ul style="list-style-type: none"> ■ provide all staff with effective supervision, support, coaching and training to ensure they fulfil their roles as children's key persons 	13/01/2017
<ul style="list-style-type: none"> ■ provide a welcoming environment and ensure children have a variety of activities, toys and resources readily available to enable them to engage in purposeful play and meet their needs 	13/01/2017

To meet the requirements of the Childcare Register the provider must:

	Due Date
<ul style="list-style-type: none"> ■ take all necessary measures to minimise any risks to the health or safety of the children. 	13/01/2017

Inspection activities

- The inspector observed children's involvement in activities in the club's play area and outside.
- The inspector looked at a sample of children's records and discussed these with staff.
- The inspector took account of the views of parents spoken to on the day.
- The inspector looked at and discussed staff knowledge and documentation in relation to safeguarding, risk assessments and daily attendance registers.

Inspector

Tracy Bartholomew

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider and manager are not fully aware of their roles and responsibilities to implement a safer recruitment process. For example, staff suitability is not consistently checked to ensure all staff working with the children are suitable to do so. Staff are not aware of the requirement to notify the provider of any changes that may affect their suitability, and neither the provider or manager check this appropriately with staff. Staff have had some safeguarding training; however, not all staff know how to identify and respond to concerns about children's well-being. Staff do not effectively supervise the oldest children or ensure they are not exposed to potential safety risks. The provider does not monitor or appraise staff performance. This means weaknesses in staff's abilities go unnoticed and staff, including the manager, do not receive the support they need. The provider and manager demonstrate limited ability to identify weaknesses in the provision and make relevant improvements. They do not recognise there are breaches of requirements or the negative effects of these on children's welfare.

Quality of teaching, learning and assessment requires improvement

Staff greet the children well and talk to them appropriately as they enter the club. Children demonstrate they know the routine well. However, staff do not set up the play areas in a timely way, which results in some younger children becoming restless and wandering around with no purpose. Despite this, children behave well and are polite and considerate to each other. Once staff and some children have selected resources from the cupboard, they take these into the main room. This provides children with some choices in their play and activities. For the rest of the session children are suitably occupied, for example playing board games. Staff encourage children's creativity and imagination well. For example, some children enjoy making Christmas pictures and decorations, while others have fun pretending to be computer game characters.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management and in staff's safeguarding awareness mean that children's welfare and safety are compromised. Nevertheless, staff follow suitable procedures to ensure children's health is maintained effectively. For example, they ensure all children wash their hands routinely. Staff help children to develop their independence skills. For example, children make their snacks from the foods on offer including buttering their sandwiches. Staff extend children's understanding of what they can do to help them keep safe. For example, they remind children to use 'walking feet' indoors to reduce accidents.

Setting details

Unique reference number	EY479651
Local authority	Wokingham
Inspection number	987368
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	24
Number of children on roll	12
Name of registered person	Kerry Ann Leah
Registered person unique reference number	RP512387
Date of previous inspection	Not applicable
Telephone number	0118 9733991

The Beehive After School Club at Finchampstead C of E Primary School in Finchampstead, near Wokingham, registered in 2014 and is privately run. The club operates during term time only from 3.15pm until 6pm. Two staff work in the setting and one holds a level 3 qualification.

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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