

Inspection date	5 January 2017
Previous inspection date	14 July 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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

- The provider has failed to address all of the weaknesses highlighted at previous inspections. He continues to demonstrate a lack of understanding of the legal requirements. Children's safety and welfare are compromised.
- The provider, who is also the safeguarding lead, has not acted without delay on concerns raised with regards to staff and children. The provider and some staff do not demonstrate a clear understanding of their responsibilities and the procedures to follow to keep children safe.
- The provider and staff do not make sure that relevant information is gathered and made available to other professionals involved with safeguarding children.
- Staff's understanding of how to carry out effective risk assessments, in order to identify and minimise risks to children, remains weak. Furthermore, children are not encouraged to consider each other's safety as they play.
- New staff have not had a full induction into their roles to help them to understand their responsibilities. Performance management of staff is not effective in identifying and addressing weaknesses in staff practice to drive forward improvements.
- Staff do not always act as appropriate role models to children. They do not consistently use effective behaviour management strategies to help children have a clear understanding of behavioural expectations and boundaries.

It has the following strengths

- Staff have built good relationships with children and their parents. Parents speak very positively about the club and the experiences offered to their children.

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 all staff have a robust understanding of safeguarding policies and procedures to enable them to respond in a timely and appropriate way to concerns about children's welfare 	30/01/2017
<ul style="list-style-type: none"> ■ have and implement a safeguarding policy and procedures in line with the guidance of the relevant Local Safeguarding Children Board (LSCB), that include appropriate procedures for action to be taken in the event of an allegation being made against a member of staff 	30/01/2017
<ul style="list-style-type: none"> ■ ensure that the designated safeguarding lead understands their responsibilities, and safeguarding policies procedures, so that they can provide support, advice and guidance to staff and so that safeguarding issues are managed in an appropriate manner 	30/01/2017
<ul style="list-style-type: none"> ■ maintain records and share information with other agencies as appropriate in order to meet the needs of children, with particular regard to recording and sharing information where discussions regarding safeguarding matters have taken place 	30/01/2017
<ul style="list-style-type: none"> ■ ensure that children's behaviour is managed effectively and in an appropriate manner, to help children understand expectations, boundaries and the impact of their behaviour on others 	30/01/2017
<ul style="list-style-type: none"> ■ ensure risk assessments identify risks in the environment, including those from activities and how the space is organised, and take steps to remove or minimise such risks 	30/01/2017
<ul style="list-style-type: none"> ■ ensure all staff receive induction training to help them to understand their roles and responsibilities and to enable them to meet children's needs 	30/01/2017
<ul style="list-style-type: none"> ■ put in place appropriate arrangements for the effective supervision of staff to identify weaknesses in staff practice and deliver coaching and training to improve skills and understanding where required. 	30/01/2017

Inspection activities

- The inspector had a tour of the club's facilities with the manager.
- The inspector observed the children engaged in a range of play experiences indoors and outside.
- The inspector looked at relevant documentation with regard to the suitability of staff and discussed the club's policies, procedures and risk assessments.
- The inspector spoke to members of staff, parents and children during the inspection and took account of their views.
- The inspector held a meeting with the provider and the manager and discussed actions taken since the last inspection.

Inspector

Emma Daly

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider does not demonstrate the capacity to make the required improvement. Leadership and management are weak. Although some weaknesses raised at the last inspection have been addressed by the new manager, significant weaknesses remain. The arrangements for safeguarding are not effective. The provider has a poor understanding of his responsibilities and relies heavily on prompts from other professionals to guide and support him. This has led to delays in taking the required action to safeguard children. The safeguarding policy and procedures have not been implemented effectively. Staff are not always clear about the action they must take to safeguard children. Relevant information is not gathered or shared with other professionals to ensure that any concerns or complaints are addressed effectively. This impacts negatively on children's welfare and safety. The provider does not monitor the quality of some staff's practice well enough and induction procedures for new staff are weak. Consequently, some staff do not have the training or skills that they need to fulfil their roles. Performance management is not effective. Staff's understanding of their responsibilities to keep children safe and provide good quality experiences for children is limited. They fail to carry out effective risk assessments and allow children to play in an unsafe manner.

Quality of teaching, learning and assessment is inadequate

Parts of the session are not organised well, creating a chaotic environment. For example, when a large number of children play outdoors, there are no structured activities going on to hold children's interests or keep them engaged. During these times staff merely supervise children and continually ask them to stop doing things. Young children are not always actively involved in games and play experiences because staff do not encourage older children to fully involve them. During a game of basketball older children just concentrate on winning and so do not pass the ball to the younger players. The manager generally interacts well with children. However, other staff fail to recognise the need to interact purposefully to help enrich children's play and offer them new, challenging experiences. Children are generally occupied while at the club and do have some self-chosen opportunities to build on their existing skills. For example, they enjoy taking part in craft and painting activities and are very proud of their achievements. The key-person system in place means staff gain information from parents to help them get to know the children better.

Personal development, behaviour and welfare are inadequate

Significant weaknesses, due to the poor implementation of safeguarding procedures, impact negatively on the safety and welfare of children. Staff do not demonstrate a good enough understanding of how to identify risks to children as they play outdoors. Older children are allowed to play football in the same area where younger children are riding scooters. Children are not taught to be aware of others around them and are not encouraged or shown how to play safely. Staff do not use effective strategies to promote positive behaviour, which has a negative effect on children's behaviour. For example, staff raise their voices and shout loudly when children do not listen or respond to them. Despite this, children have opportunities to develop their physical skills as they choose to play

outdoors. They form trusting relationships with staff and are generally confident to make their needs known. Children comment that they enjoy coming to club and meeting up with their friends.

Setting details

Unique reference number	EY311102
Local authority	Birmingham
Inspection number	1057192
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	45
Number of children on roll	68
Name of registered person	Michael Paul Basford
Registered person unique reference number	RP907966
Date of previous inspection	14 July 2016
Telephone number	0121 444 2969

Woodies was registered in 2005. The out-of-school provision opens Monday to Friday during term times. Sessions are from 7.30am to 9am and from 3.15pm to 5.45pm. The out-of-school provision employs four members of staff. Of these, two staff hold a relevant level 3 qualification.

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