

Pannal Funclub

Pannal C P School, Pannal Green, Harrogate, HG3 1LH



Inspection date	12 January 2017
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		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 are not safeguarded. Systems for ensuring the ongoing suitability of staff and their ability to fulfil the requirements of their roles are insufficient.
- Induction of staff and the ongoing support and supervision of some staff are weak. This means they are not fully aware of their roles and responsibilities, including in the absence of the manager.
- Senior staff do not have a secure enough understanding of how to manage and report child protection concerns in the absence of the lead safeguarding practitioner.
- The deployment of staff does not always meet children's individual needs and ensure their safety.
- Parents are not informed of the name of their child's key person and their role.
- Staff do not always record the exact hours of children's attendance.

It has the following strengths

- Children are confident, sociable, well behaved and eager to join in with activities. Staff help to promote children's independence by creating an accessible and inviting environment.
- Staff work in close partnership with the school to promote a shared and consistent approach to children's care and learning.
- Staff obtain information from parents to help them get to know new children and help them settle. They positively interact with children during activities and care routines.

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
■ implement rigorous systems for ensuring the continued suitability of staff and their ability to fulfil the requirements of their roles	26/01/2017
■ ensure that there is effective induction, support and monitoring of staff practice	26/01/2017
■ ensure that senior staff have a secure understanding of how to manage and report child protection concerns in the absence of the lead practitioner responsible for safeguarding	26/01/2017
■ ensure that the deployment of staff meets children's individual needs and ensures their safety	26/01/2017
■ ensure that parents are informed of the name of their child's key person and their role	26/01/2017
■ ensure that the daily record of the names of the children being cared for on the premises includes accurate hours of their attendance.	26/01/2017

Inspection activities

- This inspection took place following a notification made by the provider to Ofsted.
- The inspector observed the activities indoors and the interactions between staff and children.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the club manager.
- The inspector held a meeting with the club manager and one of the directors. She looked at relevant documentation and evidence of the suitability of staff working in the club.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Rachel Ayo

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Following a recent serious incident, Ofsted and other agencies were notified, a staff member resigned and a referral was made to the Disclosure and Barring Service. The provider carried out an internal investigation into the circumstances of the incident. However, there is a lack of acknowledgement that insufficient practices led to the incident. The inspection found that although there was appropriate initial vetting and recruitment of staff, induction procedures had been insufficient, as had the monitoring of their ongoing suitability. As part of this, there was a failure to ensure that new staff were fully informed about the management of children's behaviour. Not all necessary steps had been taken to keep children safe and well, as a further result of poor staff supervision, support and deployment. The inspection found that the incident was avoidable had safer practices been followed. Staff can identify possible signs of abuse and neglect and are aware of both internal and external reporting procedures. However, senior staff do not have a secure enough knowledge of how to manage child protection concerns in the absence of the manager. Staff effectively identify and minimise hazards in the environment. As part of this, they stringently monitor access to the premises.

Quality of teaching, learning and assessment is good

Staff complement activities taking place in the Reception class as well as supporting any individual learning needs and sharing their own observations. There is good organisation of space to meet the needs of children, including those who have special educational needs. Staff build on skills required for successful learning in school. They provide a good range of activities. This motivates children and results in them engaging well. Children enthusiastically make dough, sharing and taking turns to mix the ingredients. Children readily express their own ideas, enjoying achieving what they set out to do. They experiment with different coloured paints, persevering until they successfully create the exact desired shade. At certain times, staff are sited indoors and outdoors, in order to facilitate children's preferences and interests.

Personal development, behaviour and welfare are inadequate

As a result of the weaknesses in leadership and management that led to a serious incident involving a staff member, children's safety and welfare are compromised. In addition, staff do not keep an accurate record of children's attendance. This compromises fire safety procedures. Children link up during many activities sharing ideas, for instance, as they play in the hairdresser role play. Staff model important social skills as they speak respectfully and encourage and use good manners. Children have many opportunities to make choices. The self-service snack routine allows them to choose when they would like to eat, with healthy options that instil positive messages about healthy lifestyles. Particular staff are designated as key persons for the early years children to help them settle. However, parents are not made aware of this information to support better partnership working.

Setting details

Unique reference number	EY494257
Local authority	North Yorkshire
Inspection number	1081149
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 - 10
Total number of places	100
Number of children on roll	131
Name of registered person	Funclubs Limited
Registered person unique reference number	RP902450
Date of previous inspection	Not applicable
Telephone number	01423 545980

Pannal Funclub was re-registered in 2015 due to its change to a limited company. The setting employs eight members of childcare staff. Of these, two staff hold appropriate qualifications at level 3. The setting opens Monday to Friday, term time only. Sessions are from 7.30am until 8.45am and from 3pm to 6pm. The club supports children who have special educational needs.

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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