

# WACI (Welton Afterschool Club Initiative)



Welton Primary School, Radstock Road, Midsomer Norton, Bath, BA3 2AG

**Inspection date** 18 January 2017  
Previous inspection date 12 May 2015

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	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

- The provider does not liaise with the Local Safeguarding Children Board to ensure staff have up-to-date information about who to contact should they have concerns about a child's welfare. This is also a breach of the Childcare Register requirements.
- The provider does not use effective processes to monitor staff's ongoing suitability. This puts children at risk.
- The provider does not have systems in place to support staff effectively to understand their roles and responsibilities at the start of their employment. They do not use effective performance management procedures to monitor and mentor staff regularly.
- The provider has not informed Ofsted of changes to senior staff and committee members, as required. The provider has not ensured all committee members' suitability has been checked, or made information about their Disclosure and Barring Service records available, as required. This is also a breach of the Childcare Register requirements.
- The provider does not evaluate the provision well enough to help identify and address all areas for improvement.
- Staff have not considered providing an area for younger children to enable them to rest and relax after their day at school.

### It has the following strengths

- Children enjoy their time at the club and have good relationships with the staff.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ develop effective systems that are in line with the guidance of the Local Safeguarding Children Board, including relevant details to ensure staff know who to contact if they should have concerns about children's welfare</li> </ul>	31/01/2017
<ul style="list-style-type: none"> <li>■ ensure all members of the committee complete the required suitability checks, including a Disclosure and Barring Service check</li> </ul>	31/01/2017
<ul style="list-style-type: none"> <li>■ ensure staff are aware that they are expected to disclose any information that may affect their suitability to work with children, including disqualification by association</li> </ul>	31/01/2017
<ul style="list-style-type: none"> <li>■ ensure all staff receive induction training at the beginning of their employment so that they develop an effective understanding of their roles and responsibilities</li> </ul>	28/02/2017
<ul style="list-style-type: none"> <li>■ implement effective monitoring of staff practice and provide staff with regular support, coaching and mentoring to improve their professional development and effectiveness</li> </ul>	28/02/2017
<ul style="list-style-type: none"> <li>■ ensure records, particularly documentation regarding the committee members' suitability checks, are accessible and available at all times.</li> </ul>	31/01/2017

### To further improve the quality of the early years provision the provider should:

- make effective use of self-evaluation to identify and target breaches in requirements and make ongoing improvements to raise the quality of the provision
- ensure children have the opportunity to quietly relax after their day at school.

## **Inspection activities**

- The inspector observed children's interactions with staff and other children, and viewed the play areas and resources.
- The inspector held discussions with the manager and spoke with children and staff at appropriate times throughout the inspection.
- The inspector sampled a range of documentation, including staff suitability checks and the club's policies and procedures.
- The inspector took into account the views of parents spoken to on the day of the inspection.

## **Inspector**

June Robinson

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

Safeguarding is ineffective. The provider has not ensured staff have up-to-date information about the club's policies and procedures. This leaves staff with inaccurate information about who to contact should they have concerns about a child's welfare. These weaknesses put children at risk. The provider has failed to inform Ofsted of changes to senior staff and committee members, as required. The suitability of all committee members has not been checked and information regarding suitability checks was not available for inspection. The provider follows recruitment procedures to ensure staff are suitable at appointment but fails to check their ongoing suitability. There are no systems in place to help new staff to become familiar with their roles and understand their responsibilities. The provider does not implement robust performance management procedures to identify staff training needs to benefit children. Nevertheless, staff risk assess the premises to provide a safe environment for children's play. They have an understanding of the possible signs and symptoms that would indicate a child may be at risk of harm.

### **Quality of teaching, learning and assessment is good**

Staff provide good support for children to be physically active, such as playing games outdoors. They support children with a good range of resources for them to make independent choices in their play. Children remain engaged in activities for long periods. For example, children develop complex storylines in their imaginative pirate play. Staff plan enjoyable activities for children to develop valuable skills, such as learning first-aid techniques. Children have opportunities to take part in visits into the local community. For example, they visit the local sports centre and take part in woodland walks.

### **Personal development, behaviour and welfare are inadequate**

The weaknesses in leadership and management put children's welfare at risk. Staff support children effectively to settle well on arrival at the club. The same member of staff collects children from school so they immediately see a familiar face. Children behave well and treat each other with respect. For example, older children fully include the younger ones in their play and conversations. Children develop healthy practices as part of their routines. For example, they know how they must wash their hands before they eat. Staff fully include children in decision making. For example, children share their ideas using a suggestions box. Partnerships with parents are strong. Staff support effective three-way communication between the club, parents and class teachers. This means staff meet children's individual needs effectively. Children learn about keeping themselves safe. For example, they learned about safety when involved in outdoor cooking activities.

## Setting details

<b>Unique reference number</b>	EY266268
<b>Local authority</b>	Bath & NE Somerset
<b>Inspection number</b>	1081128
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	4 - 8
<b>Total number of places</b>	40
<b>Number of children on roll</b>	27
<b>Name of registered person</b>	WACI (Welton Afterschool Club Initiative) Committee
<b>Registered person unique reference number</b>	RP521546
<b>Date of previous inspection</b>	12 May 2015
<b>Telephone number</b>	01761 413131

WACI (Welton Afterschool Club Initiative) registered in 2003. The club operates from the dining room of Welton Primary School in Midsomer Norton, Somerset. It is open from 3.15pm to 6pm during term times. The setting also runs a holiday club that opens from 8am until 6pm. There are three members of staff employed, two of whom have level 3 qualifications and one has a post graduate certificate in education.

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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