

Inspection date

9 January 2017

Previous inspection date

9 June 2016

| The quality and standards of the early years provision | This inspection: | Good | 2 |
|--|----------------------|----------------------|---|
| | Previous inspection: | Requires Improvement | 3 |
| Effectiveness of the leadership and management | | Good | 2 |
| Quality of teaching, learning and assessment | | Good | 2 |
| Personal development, behaviour and welfare | | Good | 2 |
| Outcomes for children | | Not applicable | |

Summary of key findings for parents

This provision is good

- The manager and staff have worked well to make improvements to the club since the last inspection. They now have a very secure key-person system in place. In addition, the environment has been greatly enhanced to ensure that children can independently access a good selection of resources.
- Children enjoy attending this cosy and nurturing club where they are cared for by staff who know them well. This makes them feel valued and safe. Children have secure emotional attachments to the kind and caring staff.
- Children of all ages behave well and play cooperatively together. Staff offer positive, gentle reminders of their expectations for children's behaviour. For example, when children speak too loudly staff say, 'Shall we use our indoor voices?'
- Staff have established strong relationships with the host school. They gather information from teachers about children's interests and progress and make good use of this in the club to complement the learning that takes place elsewhere.
- Staff fully recognise the importance of working in partnership with parents. They keep them well informed about their child's time at the club through newsletters and good quality handovers at the end of sessions. Parents speak highly of the club, they praise staff and comment on how much their children enjoy attending.
- The club has a robust system of recruitment and induction. The manager maintains checks to help ensure those working at the club are suitable to care for children.

It is not yet outstanding because:

- Staff do not always give enough time to showing, explaining and demonstrating new resources to children, in order to help them gain as much as possible from their play.

What the setting needs to do to improve further

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

- show, explain and demonstrate new resources to children to enable them to benefit as much as possible from their play.

Inspection activities

- 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's deputy manager.
- The inspector held a meeting with the club's deputy manager and the provider. 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

Sharon Alleary

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Staff have a good understanding of their roles and responsibilities to keep children safe. They know the signs and symptoms of abuse and know what action to take should they have any concerns about a child in their care. All staff receive training in child protection to help sustain their understanding. Clear procedures are in place for the safe arrival and collection of children. The areas used by the club are risk assessed and staff are vigilant and supervise children well. Well-organised policies and procedures are in place to protect children's safety. These are regularly reviewed and understood by staff. The manager and staff have a good awareness of what they do well and what they need to focus on to promote continuous development. Supervision and appraisal procedures enable staff to develop their good practice further. Staff professional development opportunities are good and all staff attend additional training. This has a positive impact on their practice, which actively benefits children.

Quality of teaching, learning and assessment is good

Key staff discuss children's progress with school teachers. This sharing of information helps maintain a joint approach to supporting the children as they prepare for the next stage in their learning. Children are confident communicators. They converse easily with visitors about their school day and about how much they enjoy the club and like the staff working with them. Children have opportunities to enhance their literacy and creative skills as they explore the art and craft resources. They create an intricate drawing of a volcano and thoroughly enjoy sharing what they have learned about volcanos during the day with staff and visitors. Children ask how to spell Vesuvius. Staff encourage them to visit the host school library to find a book to check their spelling. This helps children to learn that books are a source of information. This complements and extends the learning that takes place at school as well as supporting children's desire to learn.

Personal development, behaviour and welfare are good

Staff also work at the local nursery that children attended before they started school. This means that children already know the staff, which helps them settle into the club. These positive relationships contribute towards children feeling emotionally secure. Staff gather information about children's characters and individual likes and dislikes to support their care when they first start. This helps them to build on children's interests and meet their individual needs. Children make choices about what they want to do. They have the opportunity to rest and relax after the school day or to take part in more planned activities if they choose. Staff encourage children to follow appropriate hygiene routines. For example, they remind children to wash their hands before sitting down to tea. Mealtimes are a social occasion as children chat with staff and their friends about their day. Older children show kindness and understanding to younger children and readily welcome them joining in with their play. Staff encourage outdoor play on a daily basis. This contributes to children's physical health and well-being.

Setting details

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| Unique reference number | EY477588 |
| Local authority | Lincolnshire |
| Inspection number | 1058588 |
| 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 | 16 |
| Number of children on roll | 18 |
| Name of registered person | Sarah Jayne Moore |
| Registered person unique reference number | RP515462 |
| Date of previous inspection | 9 June 2016 |
| Telephone number | 07857 248 281 |

The Den was registered in 2014. The club is open each weekday from 7am to 8.45am and from 3.15pm to 6pm during term time and from 7am to 6pm during school holidays. The club employs six members of childcare staff. Of these, two hold appropriate early years qualifications at level 6, two at level 3 and one at level 2.

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Piccadilly Gate
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