

Happy Families@Maryvale Primary School

Old Oscott Hill, BIRMINGHAM, B44 9AG



Inspection date	24 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		Inadequate	4
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 effectively safeguarded. The provider has not appointed a member of staff to take lead responsibility for safeguarding children.
- Staff do not have a secure understanding of the safeguarding policy and procedures, including up-to-date knowledge of safeguarding issues.
- The provider does not ensure that children are supervised at all times. Children's welfare and safety are compromised.
- The provider does not undertake appropriate induction processes for new staff. Performance management of staff is not effective in identifying training needs or in offering coaching and support to help them develop within their roles.
- Documents relating to staff suitability checks and records of children's attendance are not accurately maintained. Some documentation with regard to staff's recruitment and their suitability is not available for inspection.
- The key-person system does not work well enough. Staff have not developed a good enough two-way flow of information with the school to enable them to complement and build on the experiences children have elsewhere. They do not provide a wide enough range of activities that matches the needs and interests of children.

It has the following strengths

- Children generally enjoy the time that they spend in the club.
- Staff provide children with healthy meals.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
<ul style="list-style-type: none"> ■ ensure a named lead practitioner responsible for liaison with local statutory children's services is appointed and has attended an approved training course, to enable them to provide pertinent support, advice and guidance to staff on any specific safeguarding concerns 	31/03/2017
<ul style="list-style-type: none"> ■ ensure all staff have a good understanding of safeguarding policies, including what to do if they have concern about a child, to ensure children's safety and welfare are given the highest regard 	31/03/2017
<ul style="list-style-type: none"> ■ ensure that all staff are alert to all current child protection issues and safeguarding legislation so that they fully understand how to successfully protect children from concerns that may occur in their life at home and elsewhere 	31/03/2017
<ul style="list-style-type: none"> ■ ensure staffing arrangements meet the needs of all children and that children are supervised effectively to promote their safety and well-being 	31/03/2017
<ul style="list-style-type: none"> ■ implement robust arrangements for the induction and supervision of staff and ensure they have the knowledge and skills to fulfil their roles and responsibilities to promote children's safety and welfare and to ensure they offer them good quality experiences at the club 	31/03/2017
<ul style="list-style-type: none"> ■ develop an effective key-person system to ensure that every child receives care and play-based experiences that meet their individual needs 	31/03/2017
<ul style="list-style-type: none"> ■ maintain a daily record of the children being cared for in the club and their hours of attendance and the names of each child's key person 	31/03/2017
<ul style="list-style-type: none"> ■ demonstrate that robust recruitment arrangements are in place and ensure that relevant records are available for inspection 	31/03/2017
<ul style="list-style-type: none"> ■ keep a record of all the information relating to vetting processes, including the Disclosure and Barring Service reference number, the date a disclosure was obtained and details of who obtained it. 	31/03/2017

Inspection activities

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

Inspector

Rupinder Phullar

Inspection findings

Effectiveness of the leadership and management is inadequate

Weaknesses in leadership and management compromise children's welfare and mean they do not consistently experience high-quality provision. The arrangements for safeguarding are not effective. The provider has not appointed a lead practitioner responsible for liaison with local statutory children's services agencies as required. Not all staff have a secure knowledge of the types of abuse or the procedures to follow to report any concerns that they may have. The provider does not accurately evaluate her provision. She does not ensure that new staff undergo induction or receive supervision to make sure that they fully understand and are trained effectively for their roles and responsibilities. The newly recruited manager and her staff team are enthusiastic and work together to manage the day to day running of the club. However, as a result of weak leadership and inadequate staffing arrangements, children are not supervised well enough. Not all records needed to support children's well-being and safety are completed. This includes information about Disclosure and Barring Service checks for some staff, including the disclosure reference number, the date a disclosure was obtained and details of who obtained it. At the inspection, records relating to recruitment of staff were not available for inspection.

Quality of teaching, learning and assessment is inadequate

Staff have not established a two-way flow of information with the school to help them tailor children's experiences and build on what they already know and can do. The provider has a flexible approach to children's attendance at the club. As a result, staff are not always aware of which, or how many children are expected to attend the club each day. Key persons are not able to plan effectively as they are not aware of when their key children will be attending. Often this results in children attending when staff have not planned for their individual needs. Key persons have too little time to spend with their key children, as other duties frequently take precedence. As a result, some children walk around restlessly looking for something to do. Staff share information with parents about their child's time at the club. Parents comment that they are pleased with the positive relationships that their children have developed with the staff and each other.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management mean that children's safety and well-being are not assured. Records of children's attendance are not accurately maintained. This means that it is not clear which children are present at any given time. Children are put at further risk because staff do not supervise them adequately at all times. For example, children are routinely sent to the toilet unsupervised, when they clearly express that they are fearful of going to the toilet by themselves. Although children have a key person assigned to them, their emotional well-being is not fully supported. Children do not always have enough time with their key person to make sure their care needs are met and that they are able to participate fully in some activities. However, older children do encourage their younger friends to join in their play outdoors. Children are polite to visitors. Staff are kind and caring towards children.

Setting details

Unique reference number	EY492761
Local authority	Birmingham
Inspection number	1023425
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	40
Number of children on roll	52
Name of registered person	Happy Families Child Care Limited
Registered person unique reference number	RP905976
Date of previous inspection	Not applicable
Telephone number	0121 550 1494

Happy Families@Maryvale Primary School registered in 2015. The club employs three members of childcare staff who work with children, two of whom hold relevant qualifications at level 3. The club opens Monday to Friday, during term time, from 7.30am until 9am, and from 3pm until 6pm.

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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