

The Den Breakfast & Afterschool Club



Bovingdon Primary School, High Street, Bovingdon, Hemel Hempstead, Hertfordshire, HP3 0HL

Inspection date	31 January 2017
Previous inspection date	17 December 2015

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

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The manager has not fully implemented a carefully targeted programme of support and mentoring for all staff. Staff do not demonstrate a good understanding of changes to practice guidance or how to offer more support for children as they play.
- The self-evaluation process to improve the overall practice is not yet fully implemented and monitored to ensure that priorities for improvement are well known and tackled.
- Staff are not always alert to times during routine activities when children require more direct interaction to extend their play and enjoyment.

It has the following strengths

- Children enjoy their time at the club. They say that the staff are kind to them. Younger children particularly like dressing up in a variety of costumes. They have lots of fun imaginatively playing in the den area set up for them.
- Children are polite and are helped to behave well. Staff ensure children receive consistent messages about behaviour. This helps them to understand appropriate rules and expectations.
- Partnerships with the school are strong. Staff support topics being taught at school and plan their activities accordingly. They share information with teachers to help them understand children's ongoing needs.

What the setting needs to do to improve further

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

Due Date

- devise and implement a programme of sharply focused supervision of staff, providing support, coaching and training to increase their knowledge and understanding of changes to practice guidance and to improve the support offered to children as they play. 24/02/2017

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

- improve self-evaluation so that targets for development are prioritised, well known, implemented and monitored to show the impact on the overall quality of practice
- support staff in recognising when children may require further interaction to enhance their enjoyment and participation.

Inspection activities

- The inspector had a tour of the club and discussed how it operates.
- The inspector observed children's activities indoors.
- The inspector spoke with staff, children and parents at appropriate times during the inspection.
- The inspector completed a joint observation with the provider.
- The inspector held a meeting with the provider and her deputy. She looked at relevant documentation, such as the safeguarding policy and children's records. She also looked at evidence of the suitability of the staff working at the club.

Inspector

Maura Pigram

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. Staff demonstrate an appropriate understanding of the possible symptoms of children who are at risk of harm. They know the action to take to report such concerns and are awaiting training to update their knowledge. The manager takes steps to ensure that new members of the committee are suitable to be involved with children's activities. The manager has started to evaluate and monitor staff practice. She has observed some improvement in the quality of interactions between staff and children during their play. However, the evaluations of staff practice and supervision meetings are only just beginning. Training is not sought quickly enough to sharpen staff's knowledge and enhance their day-to-day work with children. Following the last inspection, the manager now ensures that there is always a staff member who holds a paediatric first-aid qualification present in the hall where children are playing. The manager is planning to send more staff on first-aid training so that she is able to deploy staff who are qualified in first aid even more effectively at specific times, such as when children are being collected.

Quality of teaching, learning and assessment requires improvement

Children happily explore the varied toys and resources set out for them. They are warmly greeted by staff, who ask about their day at school. Since the last inspection, staff spend more time playing alongside children. They take an interest in what they are doing. However, this is more of a supervisory role rather than extending their abilities. Children enjoy creative activities set out for them. They concentrate on their tasks making items, such as bat pictures. Younger children enjoy the activities provided as they watch and learn from the older children present. Older children choose what they wish to do and work together to make complex train tracks. They are considerate of their younger friends when they join in the activity. Younger children have fun pretending to play a shopping game. Staff show children the play money in a cash till and they discuss how much they need to pay.

Personal development, behaviour and welfare require improvement

Children form secure attachments with staff, some of whom are key persons for the younger children attending. Staff have close relationships with parents and obtain information about children's interests and needs. This helps staff to support their individual needs effectively. Parents are complimentary about the staff. They say that their children enjoy coming to the club. Staff are very aware of children's individual dietary requirements and ensure that they have healthy options at breakfast and teatime. However, occasionally staff tend to prioritise routine tasks over more direct interaction with the children. Staff promote children's safety, such as reminding them about not running indoors. Staff routinely check the areas and resources used by children to ensure that they are safe. They provide opportunities for children to be physically active. Children have use of the school play areas, where they can enjoy playing ball games and chasing each other.

Setting details

Unique reference number	509667
Local authority	Hertfordshire
Inspection number	1058173
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	43
Number of children on roll	53
Name of registered person	The Den Management Committee
Registered person unique reference number	RP519088
Date of previous inspection	17 December 2015
Telephone number	0773 317 2896

The Den Breakfast & Afterschool Club was registered in 1993. The club employs five members of childcare staff. Of these, two hold appropriate qualifications. The club opens Monday to Friday from 7.45am until 9am and from 3pm until 6pm, term time only.

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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