

Wild Club @ Bilton Junior School

Bilton C Of E Junior School, Plantagenet Drive, Rugby, CV22 6LB



Inspection date

Previous inspection date

15 February 2017

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

- The provider has not appointed a member of staff to take lead responsibility for safeguarding children.
- The provider does not ensure that children are supervised at all times.
- The provider does not ensure that all staff receive a suitable induction so that they are aware of their roles and responsibilities. Self-evaluation is not used effectively to identify weaknesses in practice.
- The arrangements for staff supervisions are poor. Performance management of staff is not effective in identifying training needs or in offering coaching and support to help them develop within their roles.
- Staff have not obtained emergency contact numbers for parents and carers.
- Parents are not made aware of their child's key person. Key persons do not obtain enough information about children from parents before they start.
- Staff have not developed a good two-way flow of information with the schools children attend. They do not provide a wide enough range of activities that matches the needs and interests of children and further supports the learning that takes place elsewhere.
- The organisation of snack time is not effective.

It has the following strengths

- Children generally enjoy the time that they spend in the club.
- Staff are kind and caring towards children.

What the setting needs to do to improve further

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

| | Due Date |
|--|------------|
| ■ 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 | 28/03/2017 |
| ■ ensure staffing arrangements meet the needs of all children and that children are supervised effectively to promote their safety and well-being | 28/03/2017 |
| ■ implement robust arrangements for the induction and supervision of staff and ensure they have the knowledge and skills to fulfil their roles and responsibilities | 28/03/2017 |
| ■ develop an effective key-person system to ensure every child's individual needs are met and ensure parents are informed of their child's key person | 28/03/2017 |
| ■ ensure emergency contact details for parents and carers are obtained | 28/03/2017 |
| ■ provide children with purposeful activities and experiences. | 28/03/2017 |

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

- obtain more information from parents about children's interests at home before they start at the club to more fully meet children's individual needs from the outset
- share more information with staff at the schools children attend in order to provide consistency in children's care and learning
- review the organisation of snack time to ensure that all children are able to access food and a drink should they wish to do so
- implement an effective system of self-evaluation to identify weaknesses in practice and areas for improvement.

Inspection activities

- The inspector observed the activities indoors and outdoors and the interactions between staff and children.
- The inspector held a meeting with the manager. 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 with staff and children at appropriate times during the inspection.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Rupinder Phullar

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider has not appointed a lead practitioner in the club responsible for safeguarding, who will liaise with local statutory children's services agencies as required. The provider does not accurately evaluate the provision. They have not ensured that new staff undergo induction to prepare them for their role. Furthermore, staff do not receive ongoing supervision to make sure that they fully understand and are trained effectively for their roles and responsibilities. Children are not supervised well enough at all times, which compromises their safety. Not all records needed to support children's well-being and safety are completed. That said, staff are aware of the signs of abuse and neglect. They know what to do if they are concerned about a child in their care. The new manager and her staff are enthusiastic and work together as a team to manage the day-to-day running of the club.

Quality of teaching, learning and assessment is inadequate

Staff do not always obtain information from parents about their child's likes and interests when children first start. Furthermore, they have not established a two-way flow of communication to share information with the school. This means, staff are not able to tailor children's experiences and build on what they already know and can do to consolidate their learning. They do not plan activities to meet children's individual needs and interests. Key persons do not spend enough time with their key children as other duties frequently take precedence. As a result, some children walk around restlessly, looking for something to do and others say that they are bored. That said, children do take part in some activities that are on offer. For example, they use their creativity to make cards during craft activities. Staff guide children to make choices from a variety of materials, such as glitter and foam. 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. Children's records are not completed accurately. Staff do not have details for parents and carers. Children are put at further risk because staff do not supervise them adequately at all times. They are allowed to go unsupervised to the toilets, which are located away from the main room. Staff do not check to ensure that all children have had a snack and drink. As a result, some children miss snack time and go home hungry. Although children have a key person assigned to them, parents are not made aware of who it is. This means parents are not supported to build relationships and share important information with staff. 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 take part fully in some activities. However, older children do encourage their younger friends to join in their play outdoors.

Setting details

| | |
|--|---|
| Unique reference number | EY496627 |
| Local authority | Warwickshire |
| Inspection number | 1034972 |
| Type of provision | Out of school provision |
| Day care type | Childcare - Non-Domestic |
| Registers | Early Years Register, Compulsory Childcare Register |
| Age range of children | 4 - 10 |
| Total number of places | 66 |
| Number of children on roll | 98 |
| Name of registered person | Daisykins Ltd |
| Registered person unique reference number | RP904953 |
| Date of previous inspection | Not applicable |
| Telephone number | 07497 337124 |

Wild Club @ Bilton Junior School was registered in 2015. It is managed by Daisykins Limited and operates from Bilton Junior School, Rugby. The club employs five members of childcare staff. Of these, three hold appropriate early years qualifications at level 3 and above. The club opens Monday to Friday from 8am to 9am and 3pm until and 6pm. A holiday club also operates to cover inset days and school holidays in response to demand.

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