

# Energy Kidz Out Of School Club - Harmans Water Rg12



Harmanswater Primary School, Wellington Drive, Bracknell, RG12 9NE

## Inspection date

23 February 2017

Previous inspection date

7 October 2016

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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

- Leadership and management are weak. The management team has not sustained the improvements made regarding the safety of children at the setting and is not driving the further improvements needed.
- Risk assessments are not effective. Therefore, some hazards remain accessible to children.
- The organisation of the premises is not effective. Adults and children who are not associated with the club use the play area as a thoroughfare. Therefore children's safety and well-being cannot be assured.
- Recruitment procedures are not robust. Some of the records to show that staff have been checked and are suitable to care for children were not available for inspection.
- Medication procedures are weak. As a result medication is not available for some children who require it.
- The organisation of the activities provided when children arrive at the club does not sustain their interests. They soon become bored and begin to run around the hall.
- There are no clear boundaries to help children learn right from wrong. Therefore, children are not supported in learning acceptable behaviour.

### It has the following strengths

- Children regularly play outside, which helps to promote their good health.

## What the setting needs to do to improve further

### The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ ensure that staff conduct regular risk assessments on all areas used by the children in order to identify potential hazards and minimise risks to children's safety and well-being	13/03/2017
■ improve the recruitment and vetting procedure to ensure that there are sufficient checks completed to support decisions in relation to staff suitability	13/03/2017
■ implement robust systems to make sure senior leaders continually check that the procedures for keeping children safe are consistently met	13/03/2017
■ ensure the premise are fit for purpose, safe and suitable for the childcare provided	13/03/2017
■ implement medication procedures effectively	13/03/2017
■ make all documentation available for inspection.	13/03/2017

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

	Due Date
■ devise clear boundaries to help children understand behaviour that is acceptable and develop systems to encourage positive behaviour	20/03/2017
■ review the organisation of the routine and the activities provided to ensure they challenge and engage children of all ages.	20/03/2017

## **Inspection activities**

- The inspector spoke with parents to seek their views on the quality of the out of school club.
- The inspector observed the activities provided for the children.
- The inspector spoke to the director of the company to assess how they monitor the quality of the provision.
- The inspector sampled a range of documentation, such as accident records, risk assessments and staff information.
- The inspector spoke to the local authority quality improvement officer to talk about the support given to the provider.
- The inspector spoke to staff and children during the inspection.

### **Inspector**

Maria Conroy

## Inspection findings

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

The provider has not taken sufficient steps to sustain the progress made following the previous inspection. As a result they fail to meet the requirements of the early years foundation stage and the Childcare Register. A temporary manager has been appointed to support and guide other staff. However, when the temporary manager is not present staff lack direction. Safeguarding is ineffective. Risk assessments fail to identify all hazards accessible to the children. For example, loose ropes hang within the play area used by the children. This puts children's safety at risk. Recruitment procedures lack rigor. As a result, insufficient evidence is available to support staff suitability decisions. Some documentation is not available for inspection, such as confirmation that the lead practitioner for safeguarding has completed relevant training. The provider has worked with the school to address security issues identified at the last inspection. However, further issues in relation to the premises impact on children's play experiences and their safety. School staff regularly walk through the play area, along with sports coaches, parents and children who are not associated with the provision. Staff have begun to receive mentoring through supervision. However, the manager's monitoring of staff practice is not robust. As a result, some of the procedures are not implemented effectively. A development plan has been devised, although there are few opportunities for staff to contribute to the plan. Staff demonstrate a secure understanding of the procedure to follow if they were concerned about a child's welfare.

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

On arrival to the club children have free play time. However, the resources provided are limited and do not engage children due to the lack of challenge they offer. For example, a toy kitchen is put out but no other resources are available to extend children's play. Hence older children's behaviour deteriorates because they are not interested in what is available. Since the previous inspection staff have begun to identify children's interests and use them to plan a 'daily activity'. However, further work is required to make sure this information is used effectively to improve what is available for the children. An information board is provided for parents to check the staff who are working with their children. Parents of younger children confirm they know their child's key person and can speak to them at any time. Key documentation is also displayed such as the registration certificate.

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

The weaknesses in safeguarding mean that children's safety is compromised. This puts children at risk. Some of the older children do not behave well. Staff have had some support in how to manage children's behaviour. However, they are not confident in dealing with more challenging behaviour. There are no clear boundaries or rules identified for children. Therefore, they are unsure of what is acceptable behaviour when they are in the club. Children are provided with a selection of foods to choose from during snack time. Their independence skills are encouraged, for example, they make their own sandwiches.

## Setting details

<b>Unique reference number</b>	EY498855
<b>Local authority</b>	Bracknell Forest
<b>Inspection number</b>	1081028
<b>Type of provision</b>	Sessional 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>	2
<b>Name of registered person</b>	Energy Kidz Ltd
<b>Registered person unique reference number</b>	RP901001
<b>Date of previous inspection</b>	7 October 2016
<b>Telephone number</b>	07824157220

Energy Kidz Out Of School Club Harmans Water registered in 2016. It operates from Harmans Water Primary School in Bracknell, Berkshire. The after-school club opens from 3pm until 6pm during term time only. The club employs four members of staff, one of whom holds a recognised childcare qualification.

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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