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| Inspection date | 28 February 2017 |
| Previous inspection date | 9 November 2016 |

| The quality and standards of the early years provision | This inspection: | Good | 2 |
|---|-------------------------|----------------|----------|
| | Previous inspection: | Inadequate | 4 |
| 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

- Since the last inspection, the management team has made effective improvements. Staff use new systems to accurately record children's attendance and ensure their safety when they are transported in the minibus.
- Staff respect children's ideas, opinions and views. For example, children continually make choices and they are eager to follow their own interests and join in with a range of experiences.
- All staff are extremely warm and caring and the key-person system helps to enhance the care of younger children. Staff are good role models. They create a friendly atmosphere and warmly welcome all children into the club.
- Children are provided with a good selection of exciting and motivating experiences to help them to remain engaged and interested. Staff encourage children to be creative and express their own ideas. For example, children thoroughly enjoy making marks and mixing colours during a painting activity.
- Parents provide very positive feedback about the quality of the care and support their children receive. They say that their children ask to attend the club even when they do not have to.

It is not yet outstanding because:

- The monitoring of staff practice is not being used as effectively as possible to raise the quality of support for children to an outstanding level.
- Opportunities to engage parents in what their children are doing at the club are not consistently promoted.

What the setting needs to do to improve further

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

- enhance the arrangements for performance management to ensure that staff's continuous professional development needs are swiftly identified and acted upon, in order to raise the quality of practice to a higher level
- explore further ways for sharing ideas and information with parents about activities their children participate in to help further support their interests and build on these at home.

Inspection activities

- The inspector looked at a range of relevant documentation, including a selection of policies and procedures and evidence of the suitability of staff working with children.
- The inspector spoke to children and their parents during the inspection and took account of their views.
- The inspector observed the quality of the staff's interactions with children, both inside and outside the setting and during the collection of children from their classrooms.
- The inspector held meetings with the manager and spoke to staff members about their roles and responsibilities.

Inspector

Beverley Devlin

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. All staff have a thorough understanding of the signs and symptoms of abuse. They know what to do if they have concerns about a child's welfare. Staff complete risk assessments to help ensure the premises are safe and secure. They are particularly vigilant to ensure children are collected by an authorised person. Staff are deployed well in the setting and effectively supervise children at all times. They check with parents and the schools children attend about any absences and unexpected non-attendance. This helps to keep children safe. The managers follow robust recruitment procedures and staff are provided with a good induction to ensure they understand their roles and responsibilities. Since the last inspection, the management team has embedded effective improvements. They have reviewed and now implement effective policies and procedures. For example, staff prevent parents from using their mobile phones in the setting and there is at least one member of staff with a paediatric first-aid certificate on site and during outings at all times.

Quality of teaching, learning and assessment is good

Staff plan activities that support children's individual needs and interests. Consequently, children are eager and motivated to participate. Children engage in art and craft activities. They demonstrate their creative skills as they paint blossom trees and discuss animals they may see more of in spring. Staff carry out some observations of children at play and keep a book that contains photographs and examples of activities they have taken part in. This book is shared with parents at the end of the Reception year. Children work cooperatively with their friends to build arrangements using small construction pieces. They are enthusiastic to win competitive board games. Children enjoy dressing up in favourite costumes and dance and play imaginatively together. Children display high levels of confidence and self-esteem and they are very happy at the club.

Personal development, behaviour and welfare are good

Children thoroughly enjoy their time at the club with their friends. They learn to be very independent and make choices. They are involved in developing the club's behaviour rules and they understand what is expected of them. Children are consistently polite and considerate towards each other. They learn about different cultures and festivals and that their views are listened to. For example, children's photographs, artwork and achievements are celebrated and displayed on the walls. This helps to give children a sense of belonging. Children eat a range of healthy meals and snacks that they serve themselves. They have daily opportunities for outside play and enjoy playing football with staff. Children confidently use a range of outdoor play equipment that supports their physical skills and development of healthy lifestyles.

Setting details

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| Unique reference number | EY239836 |
| Local authority | Hertfordshire |
| Inspection number | 1078651 |
| 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 | 68 |
| Number of children on roll | 110 |
| Name of registered person | Lindees Limited |
| Registered person unique reference number | RP527411 |
| Date of previous inspection | 9 November 2016 |
| Telephone number | 01727 848 355 |

Lindees was registered in 2002. The setting employs 13 members of childcare staff. Of these, five hold appropriate early years qualifications at level 2 or above. The setting opens Monday to Friday during term time. Sessions are from 7.30am until 8.45am and from 3.15pm until 6.15pm. The setting also offers a holiday club that operates from 8am to 6pm during the school holidays.

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Piccadilly Gate
Store St
Manchester
M1 2WD

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