

# Marmadukes Abbey Kids Club

32 Sutton Road, Erdington, Birmingham, West Midlands, B23 6QL



## Inspection date

28 June 2017

Previous inspection date

22 April 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is inadequate

- Some staff do not have a secure understanding of the safeguarding policy and procedures. They do not have an up-to-date understanding of the types of abuse or the 'Prevent' duty guidance.
- Systems for staff recruitment are not robust. Identity and suitability checks are not completed for new staff.
- The provider does not undertake appropriate induction processes for new staff so that they are aware of their roles and responsibilities. Performance management of staff is not effective in identifying training needs or in offering coaching and support to help them understand their roles.
- Staff do not help children to follow good hygiene practices.
- The key-person system does not work well enough. Staff do not take account of the children's different interests. Children are not provided with experiences that motivate and inspire them to take part.
- Staff have not developed a good two-way flow of information with teachers to enable them to complement and build on the experiences that children have in school.

### It has the following strengths

- Children behave well, respond to staff requests and are sociable with one another. They generally enjoy the time that they spend in the club.

## What the setting needs to do to improve further

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

	<b>Due Date</b>
■ ensure staff have a good understanding of the club's safeguarding policy and procedures	01/09/2017
■ ensure staff's knowledge and understanding of how to safeguard children are kept up to date, including understanding the signs and symptoms of abuse and the 'Prevent' duty guidance	01/09/2017
■ ensure systems are in place to check that all staff are suitable and identity checks are obtained and recorded	01/09/2017
■ implement robust arrangements for the induction of staff and ensure they have the knowledge and skills to fulfil their roles and responsibilities	01/09/2017
■ improve the arrangements for the supervision of staff and give them the support, coaching and training they need to enhance the quality of their interactions with children	01/09/2017
■ ensure the key-person system meets the needs of children	01/09/2017
■ take better account of children's interests and provide them with good-quality activities that motivate and inspire them to take part	01/09/2017
■ ensure a two-way flow of information with parents and schools	01/09/2017
■ help children to follow good hygiene practices to promote their good health.	01/09/2017

## **Inspection activities**

- The inspector observed the premises and activities indoors and outdoors. She also observed the interactions between staff and children.
- The inspector spoke to staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the club manager.
- 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 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 provider has not effectively evaluated the provision to ensure that the requirements are met. The arrangements for safeguarding are not effective. Not all staff are clear about their roles and responsibilities to safeguard children. They are not able to identify possible signs of abuse or neglect, including when children may be at risk of harm from extreme behaviours and views. The provider does not complete rigorous checks to ensure suitability of staff prior to recruitment. There is evidence of staff vetting, however identity checks are not completed and recorded. This means children's welfare is put at risk. The provider has not ensured that newer staff undergo induction to prepare them for their roles. Furthermore, staff do not receive ongoing supervision to make sure that they fully understand and are trained effectively for their roles and responsibilities.

### **Quality of teaching, learning and assessment requires improvement**

Staff interactions with children are variable. For example, some staff do not make good enough use of children's interests to guide and practise their skills. On these occasions, children lose interest and walk away. Staff have not established an effective 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 experiences. That said, children 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 foam and paper and help them to cut heart-shaped cards. Staff talk to children helping them to share their ideas. This helps to build children's social, language and literacy skills. Staff share information with parents about their child's time at the club. Parents say that they are pleased with the activities that the club provides.

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

Weaknesses in leadership and management mean that children's welfare and well-being are not assured. Poor organisation at the start of snack time means that staff do not check to ensure that all children have had followed good hygiene routines. Although children have a key person assigned to them, staff are not clear about the key persons' role and responsibilities. Parents are not fully supported to share enough information about their child with staff. Staff carry out effective risk assessments of the physical environment to maintain children's safety. Children have opportunities to play in the school grounds. Staff supervise children, reminding them of the behaviour expectations. Children learn about their own safety and that of others. Children take part in raising funds for variety of local and national charities. This helps them to learn to develop caring and positive attitudes for others in the wider community.

## Setting details

<b>Unique reference number</b>	229085
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	1087704
<b>Type of provision</b>	Out of school 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 - 10
<b>Total number of places</b>	40
<b>Number of children on roll</b>	6
<b>Name of registered person</b>	Marie Barfield
<b>Registered person unique reference number</b>	RP906728
<b>Date of previous inspection</b>	22 April 2014
<b>Telephone number</b>	0411 202 038/ 0403 3

Marmadukes Abbey Kids Club registered in 1992. The club employs five members of childcare staff, all of whom hold appropriate early years qualifications at level 2 and 3. The club is open Monday to Friday during term time, from 7.45am to 8.45am and from 3.10pm to 5.30pm, for children attending the school. The club provision is open daily to the local community during school holidays from 7.45am to 5.30pm, except for the Christmas holiday.

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