

Sunflowers Out of School Care



St. Josephs Catholic Primary School, Chedworth Drive, WORCESTER, WR4 9PG

Inspection date

29 June 2017

Previous inspection date

4 February 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- Management does not implement effective recruitment processes to check the suitability of new staff. This does not help to safeguard children.
- Management does not have a clear enough understanding of the different factors that may affect staff's ongoing suitability to work with children. Therefore, they do not carry out regular necessary checks. This potentially puts children at risk of harm.
- The club's written safeguarding policy is out of date. Staff are not aware of all the different signs and symptoms of abuse or neglect. Furthermore, they are not fully clear about how to respond appropriately to any child protection concerns.
- Management does not make effective use of performance management processes to help promote continuous improvement. Staff do not fully understand all of their roles and responsibilities.
- Staff do not promote children's well-being effectively. The meals provided are not always healthy, balanced and nutritious.
- Staff do not share a good two-way flow of information about children's development with other settings children attend. There is room to extend partnership working to help fully complement and further build on the education that takes place elsewhere.

It has the following strengths

- Children are relaxed and content. Staff are friendly and caring. A well-thought-out settling-in process helps staff get to know children and their families well. Parents comment that the staff are lovely and they are happy with the service they receive.

What the setting needs to do to improve further

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

	Due Date
■ implement effective recruitment processes to check the suitability of new staff, which must include obtaining a Disclosure and Barring Service check, and keep clear records of all checks completed	29/07/2017
■ improve knowledge of different factors that may affect staff's ongoing suitability to work with children, and carry out regular checks	29/07/2017
■ update the safeguarding policies and ensure that all staff are alert to the different signs and symptoms of child abuse or neglect and know how to respond appropriately to any concerns	29/07/2017
■ improve the arrangements for the performance management of staff and ensure that all staff fully understand their roles and responsibilities to help promote continuous improvement	29/07/2017
■ ensure all meals provided are healthy, balanced and nutritious.	29/07/2017

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

- share a better two-way flow of information with other settings that children attend about children's development, in order to help fully complement and further extend the learning that takes place elsewhere.

Inspection activities

- The inspector observed the quality of staff's interactions with the children during activities indoors and outside.
- The inspector spoke to staff and held a meeting with the club's management team.
- The inspector looked at relevant documentation and checked evidence of the suitability of staff working in the club.
- The inspector spoke to a children and parents during the inspection and took account of their views.

Inspector

Josephine Heath

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. Managers do not have robust processes in place to recruit new staff. This means not all staff have been subject to appropriate vetting checks. Managers do not have a good enough understanding of their responsibility to check the ongoing suitability of those working directly with the children. Staff's knowledge of safeguarding legislation is not good enough. The club's written safeguarding policies are not effectively kept up to date. Staff do not have adequate knowledge of all indicators that a child might be at risk of abuse or neglect. Furthermore, some staff do not fully know what to do if they do have concerns. Managers and staff do not adequately protect children from different types of harm. The arrangements for the performance management of staff are not good enough. Although most staff are qualified and basic training opportunities are available, managers do not support staff successfully to fulfil all of their roles and responsibilities. Managers do aspire to improve and recognise the weaknesses they need to address. However, they are yet to take effective action to fully address them in order to achieve and maintain good standards.

Quality of teaching, learning and assessment is good

The environment is bright, stimulating and well resourced. A range of interesting and fun activities and experiences is available. For example, children greatly enjoy creative play. They build train tracks and roads out of small-world play equipment, make pretend ice creams out of play dough and imagine they are pirates going on a treasure hunt using a variety of props. Staff interact with children positively. They communicate with them at their level and ask questions. Children are keen to include staff in their games. Managers oversee the activities provided, which helps to support children to continually progress well. The special educational needs coordinator ensures additional support is offered to children who have special educational needs and/or disabilities. Partnerships with parents are established and information about children's time at the club is shared between the setting and home. However, not all partnerships are as successful. There is scope to improve the two-way flow of information about children's education between the setting and other settings children attend in order to promote better continuity.

Personal development, behaviour and welfare are inadequate

Significant weaknesses within safeguarding mean that children's welfare is not effectively promoted. Furthermore, staff do not adequately promote children's understanding of the importance of living a healthy lifestyle. The meals staff provide are not suitably nutritious, which means they fail to demonstrate to children the benefits of eating well. Nevertheless, staff promote children's well-being adequately in some ways. Staff ensure children routinely adopt good hygiene routines and they promote fresh air and exercise. Children enjoy playing on the physical equipment outside. Staff are welcoming and find out about children's backgrounds and cultures. They talk to children about their similarities and differences. Staff promote tolerance and respect in the club. Children behave well. They listen to staff and follow instructions. Staff help them to adhere to the simple rules and behaviour boundaries set.

Setting details

Unique reference number	EY271356
Local authority	Worcestershire
Inspection number	1100194
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	3 - 8
Total number of places	55
Number of children on roll	93
Name of registered person	Lisa Jayne Winters
Registered person unique reference number	RP907182
Date of previous inspection	4 February 2013
Telephone number	07815747211

Sunflowers Out of School Care registered in 2004. It operates from St. Josephs Catholic Primary School on the outskirts of Worcester. The club employs six members of childcare staff. Of these, three hold appropriate early years qualifications at level 3 and above. The club operates during term time only. Sessions are available Monday to Friday from 8am until 9am and from 3.15pm until 5.55pm.

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