

Natural Steps After School Club



"The Globe", 12 Portman Road, Reading, Berkshire, RG30 1EA

Inspection date

3 August 2017

Previous inspection date

1 June 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
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 requires improvement. It is not yet good because:

- The provider's safeguarding knowledge about how staff can be disqualified from working with children through association with other people they live with is not up to date. However, the provider took prompt action to address the concern before the end of the inspection, which significantly reduced any risks to children's welfare.
- The provider does not form secure partnerships with other provisions, including schools children attend. They do not discuss the support they intend to offer, in order to maintain good levels of continuity in children's care and to help them build further on children's developing skills.
- At times, staff miss opportunities to support children's understanding of healthy eating.

It has the following strengths

- The manager and staff create a fully inclusive environment where diversity is respected and celebrated. Children are valued as unique individuals. They develop their understanding of differences between themselves and other people.
- Children of different ages play extremely well together. Older children demonstrate very supportive care towards younger children.
- Staff offer a wide range of activities to help extend children's creativity, imagination and their understanding of the wider world.

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

- improve understanding of the disqualification requirements to fully safeguard children. 03/09/2017

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

- discuss with other early years providers, including school staff, what support they intend to offer to build on continuity of care for children attending
- create more opportunities to help children learn about healthy lifestyles.

Inspection activities

- The inspector observed the quality of staff interactions during activities indoors and assessed the impact this has on children's developing skills.
- The inspector spoke with staff and children during the inspection.
- The inspector held a meeting with the club manager and provider. The inspector looked at relevant documentation and evidence of the suitability of staff working at the club.
- The inspector spoke to parents during the inspection, looked at parents' written feedback and took account of their views.

Inspector

Hazel Farrant

Inspection findings

Effectiveness of the leadership and management requires improvement

The provider does not check to see if staff are disqualified because they live in the same household as another person who is disqualified. Nonetheless, the risk to children's welfare is minimal as all adults have suitable checks, supervise each other at all times, and the provider has taken swift and effective measures. The provider held immediate discussions with staff, who signed a declaration of their suitability. The provider ensures that all staff have a secure understanding of child protection and complete regular training. They know the signs and symptoms that would cause them concern and the procedures they must follow to protect children's welfare. Safeguarding is effective. The provider supports staff to develop new skills, including through ongoing staff meetings, supervisory sessions, appraisals and training. The manager and staff actively seek the views of parents to help them evaluate the service they offer. They use this feedback to help them make changes that benefit children. Staff inform parents regularly about their children's time at the club and what they enjoy doing. Partnerships with schools that children attend are less effective in helping to provide a consistent approach to children's care and developing skills.

Quality of teaching, learning and assessment is good

Staff organise a welcoming environment which is relaxed and where children are free to choose from a wide range of activities and resources. The well-qualified staff team regularly observes children's play. Staff provide well for children's interests. For example, staff know children enjoy craft activities and make these available daily. Children showed good levels of interest and concentration as they considered how to construct a vehicle out of wood and plastic materials. Staff support children well to problem solve and use their imagination. Another group busily made pictures out of beads and described what they were making and for whom they were making them. Children enjoy their time at the club.

Personal development, behaviour and welfare are good

Staff build a close relationship with children so that they get to know their personal needs, personalities and interests. Children behave well and learn the importance of being considerate to others. They enjoy physical play, such group games indoors and visits to the nearby play park. However, staff do not fully support children to learn the importance of leading a healthy lifestyle. For example, they do not help children to learn about what foods are healthy and good to eat.

Setting details

Unique reference number	EY305089
Local authority	Reading
Inspection number	1092294
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 - 10
Total number of places	65
Number of children on roll	15
Name of registered person	Community Mission Project
Registered person unique reference number	RP904121
Date of previous inspection	1 June 2015
Telephone number	01189 514444

Natural Steps After School Club registered in 2005. It is located in Reading, Berkshire. It operates a breakfast club from 7.30am to 9am and an after-school club from 3pm to 6pm, Monday to Friday during term time. Holiday provision is provided between 8am and 6pm in school holidays. There are 10 staff, of whom four hold relevant qualifications at level 3, two hold qualifications at level 2 and one is qualified at level 1.

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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