

Ages Ltd. Ashover Childcare



Ashover Primary School, Narrowleys Lane, Ashover, CHESTERFIELD, Derbyshire, S45
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Inspection date	8 August 2017
Previous inspection date	20 October 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			

Summary of key findings for parents

This provision is inadequate

- The management structure of the company providing the out-of-school care has recently changed. The provider has failed to notify Ofsted that the club has new directors. They have not supplied Ofsted with the required information to enable suitability checks to be completed on them.
- The provider does not ensure that all records are available for inspection, including information about staff's qualifications, recruitment and suitability. They are unable to demonstrate that staff are suitable to work with children, or that they have appropriate childcare and first-aid qualifications.
- The provider has not developed effective systems for the induction of new staff or for the ongoing supervision and mentoring of staff. Some staff have a poor understanding of the provision's policies and procedures. Staff do not have sufficient opportunities for ongoing professional development.
- Younger children are not assigned a key person to help them form settled relationships and to promote their emotional well-being.
- Although leaders find out about what individual children already know and can do, they do not share this information with all staff to help promote consistency in children's experiences.

It has the following strengths

- Children form friendships with each other and receive reassurance from staff when they seek it.
- Staff use online systems to obtain all necessary information and permissions from parents, which goes some way to helping to keep children safe.

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
■ notify Ofsted of any change in leadership of the club and supply all the required information, to enable checks to be completed to ascertain the suitability of all directors	06/09/2017
■ ensure that all required records are available for inspection, including details of Disclosure and Barring Service checks and of staff's qualifications	08/09/2017
■ provide effective induction and supervision for all staff, to help them understand and fulfil their roles and responsibilities and to address their training and professional development needs	30/09/2017
■ assign younger children to a key person to help them form appropriate attachments to familiar adults and to tailor care to their individual needs.	30/09/2017

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

- share information about what children already know and can do with all staff, to help them support and complement children's learning as they play.

Inspection activities

- The inspector spoke with staff and children during the inspection.
- The inspector observed the quality of staff's interactions with children during activities.
- The inspector held meetings with a director and the deputy manager. She spoke to staff members and parents during the inspection and took account of their views.
- The inspector looked at relevant documentation and evidence of self-evaluation.

Inspector

Kim Barker

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. The provider has failed to inform Ofsted of changes to directors. Ofsted has not been supplied with relevant information about them to ensure that required suitability checks can be completed. There are sufficient staff on the premises. However, the provider is unable to produce evidence to confirm that staff hold appropriate childcare and first-aid qualifications. Records are not available for inspection. The provider cannot demonstrate that appropriate recruitment procedures are followed and that staff are sufficiently vetted, including Disclosure and Barring Service checks, to ensure they are suitable to work with children. These failings breach legal requirements of both the Early Years Register and the Childcare Register, and compromise the safety and welfare of children. Staff have some understanding of how to identify signs and symptoms of abuse. They have a basic knowledge of how to protect children who are at risk of harm. They know what to do should an allegation be made against a member of staff. However, some staff do not have a clear understanding of the club's policies and procedures. Leaders do not provide effective induction training for new staff to help them understand their responsibilities in relation to these. They have not put in place appropriate arrangements for the ongoing supervision and coaching of staff. Staff's training and professional development needs not identified or addressed effectively and some staff feel unsupported.

Quality of teaching, learning and assessment requires improvement

Staff take account of children's interests to set out some toys and equipment that are suitable for the age range of those attending. Staff use an appropriate range of teaching skills as they play alongside children. Leaders take time to talk to teachers in the school and parents about what individual children already know and can do. However, they do not share this useful information with all staff to enable them to complement children's learning and experiences. For example, staff are unaware that some children need help with colour recognition so that they can incorporate this into play activities to extend children's skills and knowledge. Children enjoy playing on bicycles and scooters outdoors. They practise their physical skills and learn about direction, for instance, as they follow instructions about which way to travel.

Personal development, behaviour and welfare are inadequate

Weaknesses in the leadership and management of the provision compromise the safety and welfare of children. Children are not assigned a key person or supported in making appropriate relationships with staff that promote their emotional well-being. Staff place an emphasis on encouraging children to be independent. For example, they encourage them to dress appropriately for outdoor play and to pour their own drinks. This helps to promote children's self-confidence. Staff are generally good role models for children. They encourage them to play together cooperatively. Children are polite and use their manners well when talking to each other, staff and visitors. Children get plenty of fresh air and staff provide fruit for snack, helping to suitably promote a healthy lifestyle.

Outcomes for children

Setting details

Unique reference number	207212
Local authority	Derbyshire
Inspection number	1103134
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 - 11
Total number of places	30
Number of children on roll	70
Name of registered person	Ashover School Child Care Committee
Registered person unique reference number	RP904802
Date of previous inspection	20 October 2014
Telephone number	07999077324

Ages Ltd. Ashover Childcare registered in 1995. It is operates from within the premises of Ashover Primary School, Ashover in Derbyshire. The club is managed by directors from the school governing body. The club employs 10 members of childcare staff. The club opens Monday to Friday during term time, from 7.40am to 9am and from 3.30pm to 6pm. The club offers school holiday care and opening times for this depend on the need.

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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