

Inspection date	20 September 2017
Previous inspection date	14 March 2014

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		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The manager has not implemented high-quality supervisions with the staff. This means that they do not consistently receive effective support to raise the quality of the provision.
- Management and staff do not evaluate the standard of quality. They do not successfully involve parents in contributing their views about the club or their children's experiences. This does not help staff and management to make well-targeted improvements and promote all aspects of children's care and learning well.

It has the following strengths

- Staff promote the use of good manners, turn taking and sharing at the club. Children behave well and enjoy the company of others.
- Staff encourage children to develop their communication and language skills. For example, staff use questioning techniques to extend children's vocabulary. Staff give children plenty of time to think and respond, which helps them to develop their critical-thinking skills.
- Children who have special educational needs are supported well. Staff develop effective communications with other professionals to support their individual needs.
- Staff share information with schools when children move on. They help children to be ready for the next stage in their learning, for example, by talking about the changes they will face.

What the setting needs to do to improve further

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

- | | Due Date |
|--|-----------------|
| ■ develop appropriate arrangements for the effective supervision of the staff, to improve knowledge and skills and raise the quality of the provision. | 20/10/2017 |

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

- develop self-evaluation and parental involvement to identify and address all weaknesses in the quality of children's care and learning.

Inspection activities

- The inspector viewed areas of the school that the club uses.
- The inspector observed the staff and children's interactions as they played.
- The inspector spoke to staff and children at appropriate times during the inspection, and held meetings with the manager.
- The inspector sampled relevant documentation, such as some policies and evidence of staff suitability.
- The inspector took account of the views of parents spoken to on the day.

Inspector
Clare Leake

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. Staff have completed relevant training and understand their responsibility and the procedures to follow in the event of a concern about a child's welfare. The management has effective methods for recruiting new staff. Thorough induction procedures help ensure staff have a good understanding of their roles and responsibilities. Management and staff work well together but do not discuss the effectiveness of the club and have not developed plans to help them to further improve the provision. Staff work with other local settings and schools to exchange information about children. In addition, some of the staff work at the schools connected to the club. This further supports continuity for children as they have familiar people to turn to when they start. The manager has identified training opportunities for staff to improve their practice. However, staff do not receive effective individual feedback about how to improve their practice.

Quality of teaching, learning and assessment requires improvement

Children arrive happily and confidently. They enjoy the relaxed and informal atmosphere after a busy day at school. Staff greet children and parents at the start of the session and meet children's emotional needs adequately well. Children make some choices about what to play with from the suitable range of equipment. Most children are eager and motivated to join in with the activities. For instance, children have opportunities to use construction equipment to build 'ice wands' which they use to 'freeze' the staff. This helps to develop children's physical skills and imagination. However, staff do not receive the support they need to consistently raise and maintain the quality of the provision. Staff play alongside children and talk to them about their school day. Children have an allocated key person. The key person gains some information in advance from parents about children's routines and preferences to help the youngest children settle more quickly.

Personal development, behaviour and welfare require improvement

Staff supervise children closely and respond to any risks, which enables children to play in safe surroundings. Staff work with teachers at the school to support children and their families. Staff encourage children's friendship and cooperation. Children support each other as they play. For example, older children find resources that younger children are looking for to assist them. Children have an understanding of the rules and expectations of the club. However, the manager and staff do not actively seek children's views to help them improve the club and interest children further. Staff provide some opportunities to encourage children's independence. For example, they allow children to choose what they would like to eat at snack time. Children have an adequate understanding about hygiene practices. They wash and dry their hands at appropriate times.

Setting details

Unique reference number	EY466403
Local authority	Hampshire
Inspection number	1069563
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 - 8
Total number of places	30
Number of children on roll	4
Name of registered person	Maria Louise Jennings
Registered person unique reference number	RP516623
Date of previous inspection	14 March 2014
Telephone number	07852769513

Northern Stars registered in 2013. It operates from the community room in Northern County Junior School in Fareham. The setting operates from 7.30am until school starts and from school finish until 6pm. Three staff work with the children; two hold a level 3 qualification and one holds a qualification at level 2.

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