

The Phoenix Centre

St.Marys Park, St.Marys Road, Prestwich, M25 1GG



Inspection date

19 September 2017

Previous inspection date

11 May 2015

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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- The provider does not have a secure understanding of the requirements for the early years foundation stage. This has led to a number of breaches not being identified. The provider has failed to notify Ofsted of new committee members and changes to persons who make up the governing body. This means Ofsted has not been able to carry out the required suitability checks.
- The manager and staff do not demonstrate a clear knowledge and understanding of the correct procedures to follow should they have concerns about a child's welfare, or about the conduct of other adults in the club. They are unaware of legislative updates, such as the 'Prevent' duty guidance and how to protect children from being drawn into situations that place them at significant risk of harm.
- The provider does not ensure there is a manager or deputy manager on site at all times when children are in attendance.
- The manager does not provide staff with regular supervision and coaching to identify ongoing training needs, provide them with feedback on their performance and support them in improving their knowledge and skills.

It has the following strengths

- Staff support children to lead a healthy lifestyle.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ develop a secure understanding of the early years foundation stage requirements, particularly in regard to roles and responsibilities	13/10/2017
■ ensure that Ofsted are provided with the necessary information to enable them to carry out suitability checks on committee members and anyone taking on delegated governing responsibilities	13/10/2017
■ train all staff to understand their roles and responsibilities to safeguard children and protect their welfare, including reporting allegations of abuse, whistle blowing and the 'Prevent' duty guidance	13/10/2017
■ ensure the manager or a named deputy is on site at all times when children are in attendance	13/10/2017
■ provide staff with regular supervision and coaching, monitor their performance and identify and address their individual ongoing training needs.	13/10/2017

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector spoke to the staff and children at appropriate times throughout the inspection.
- The inspector held a meeting with the club manager, provider and centre manager. She looked at relevant documents and checked evidence of the suitability of staff and committee members.

Inspector
Donna Birch

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Weaknesses identified have a significant impact on children's safety and well-being. The provider has failed to notify Ofsted about new committee members involved with the club and about individuals to whom she has delegated managerial responsibilities. She has not provided necessary information to enable Ofsted to carry out the required suitability checks and some committee members have not undertaken the required Disclosure and Barring Service checks. That said, all the staff have been suitably vetted. The manager and staff do not have a secure knowledge of the procedures to follow should they have concerns about the safety or welfare of a child, or how to report any inappropriate conduct of adults. Additionally, they have not kept abreast of safeguarding legislative updates, such as the 'Prevent' duty guidance, and ensured that the safeguarding policy and their own knowledge is reflective of these. The provider has failed to ensure that the manager or a named deputy is available and on the premises at all times when children are in attendance. The manager does not provide staff with regular coaching and supervision to assist them in maintaining a thorough understanding of their roles and responsibilities and to contribute to their continued professional development. Staff are suitably qualified and supervise children well. Required adult-to-child ratios are maintained. Records, such as accident forms and risk assessments are maintained and available for inspection. All staff hold a valid paediatric first-aid certificate and there is an adequately stocked first-aid box available. Some self-evaluation is carried out. For example, staff listen to the views of children and parents and implement appropriate changes, such as introducing new snack menus. Recommendations made at the previous inspection have been addressed.

Quality of teaching, learning and assessment is good

Most staff have worked at the club for sustained periods of time and know children and their families well. They provide a range of resources and activities that are suitable for children of different ages and stages of development. Children particularly enjoy activities outdoors. They develop their physical, listening, attention and social skills, for instance, as they take part in various ball games. Staff interact with children well and provide lots of praise and encouragement. Staff make good use of daily conversations to share information with parents about their children's achievements in the club. They pass on important messages from children's teachers. They also keep parents informed through the use of a social media page. Children demonstrate their good imaginative and design skills, for example, as they use a range of collage materials to make their own pictures.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management mean that children's safety and welfare are compromised. However, staff are positive role models who treat children with kindness and respect. Children comment on how much they like the staff and enjoy the activities provided for them. They demonstrate their good understanding of the expectations for their behaviour and how to keep themselves safe. For example, during a craft activity, they wait patiently for their turn and carefully use resources, such as scissors and glue. They know to alert staff when they wish to move between the indoor and outdoor

environments. Children access their own belongings and help themselves to water and juice. Staff help them to develop their self-care and independence skills. Children have a good understanding about hygiene practices. They wash and dry their own hands at appropriate times.

Setting details

Unique reference number	EY221563
Local authority	Bury
Inspection number	1113466
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	24
Number of children on roll	12
Name of registered person	Prestwich Methodist Youth Association Committee
Registered person unique reference number	RP521054
Date of previous inspection	11 May 2015
Telephone number	0161 7733674

The Phoenix Centre registered in 2003. The out-of-school club employs 11 members of childcare staff, nine of whom hold appropriate early years qualifications at levels 2 or 3. The club opens all year round. Sessions are from 7.40am until 9am and from 3.15pm until 6pm during term time, and from 8am until 6pm in school holidays.

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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