

Energy Kidz Out Of School Club - St Finians RG18



St Finians School, The Ridge, Cold Ash, Thatcham, RG18 9HU

Inspection date

21 September 2017

Previous inspection date

Not applicable

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

Summary of key findings for parents

This provision is inadequate

- Children's safety is compromised. Staff do not maintain secure premises. They do not effectively identify risks to children or take prompt action to address safety hazards as they arise. Staff fail to deploy themselves effectively to ensure children's safety.
- Not all staff have sufficient understanding of safeguarding matters or know how to implement the club's safeguarding procedures. Some staff do not know what procedure to follow if a child discloses they are at risk of harm. The provider fails to ensure there is a clear policy and procedures in place should staff need to report a concern about another staff member.
- The manager does not have the skills and knowledge to fulfil her role. She has a weak understanding of how to promote children's safety. She does not monitor or manage staff and the provision effectively.
- Supervision of the manager and staff is ineffective and does not safeguard children. Staff do not receive targeted coaching or support to improve their effectiveness. They are not aware of their roles in relation to safeguarding children. Self-evaluation is weak. The provider does not meet the requirements of the Early Years Register and the associated requirements of the Childcare Register.
- Children's key persons do not ensure they provide interesting and challenging activities that are enjoyable and tailored to meet the younger children's individual needs.

It has the following strengths

- Children play outdoors daily. They enjoy regular fresh air and exercise.

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
<ul style="list-style-type: none"> ■ take all reasonable steps to ensure that unauthorised persons are unable to access the premises and that children are not able to leave the premises unsupervised 	12/10/2017
<ul style="list-style-type: none"> ■ conduct regular risk assessments of the premises and activities and take prompt action to identify and minimise all hazards to children's safety 	12/10/2017
<ul style="list-style-type: none"> ■ improve the effectiveness of staff deployment to ensure children are supervised effectively in all areas of the premises 	12/10/2017
<ul style="list-style-type: none"> ■ implement a policy and procedure to safeguard children that are in line with the guidance and procedures of the relevant Local Safeguarding Children Board and that include an explanation of the action to be taken when there are safeguarding concerns about a child and in the event of an allegation being made against a member of staff or person associated with the provision 	12/10/2017
<ul style="list-style-type: none"> ■ ensure all staff understand the safeguarding policy and procedures and have an up-to-date knowledge of safeguarding issues, including knowledge of how to identify and respond to possible signs of abuse and neglect and any allegation made against a member of staff 	12/10/2017
<ul style="list-style-type: none"> ■ ensure there is a manager in place who has sufficient knowledge, skills and capabilities to carry out their role and responsibilities effectively 	12/10/2017
<ul style="list-style-type: none"> ■ ensure supervision arrangements for staff provide effective coaching and help staff improve their personal effectiveness to promote the safety and interests of the children 	12/10/2017
<ul style="list-style-type: none"> ■ provide interesting and challenging activities that are enjoyable for children and that are tailored to meet their individual needs. 	12/10/2017

Inspection activities

- The inspector observed children's play during indoor and outdoor activities.
- The inspector looked at a sample of staff records and a range of other documentation, including accident and incident logs.
- The inspector spoke with the staff and children at appropriate times throughout the inspection.
- The inspector held a meeting with the area manager.
- The inspector conducted a joint observation of a physical activity in the main hall with the area manager.

Inspector

Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff fail to conduct robust risk assessments to identify possible risks to children. For example, on the day of the inspection staff failed to risk assess the main hall, which was then accessed by an unknown adult who walked through an unlocked door and into an area used by the children. The individual was not challenged because at the time of the incident staff had their backs to the children and were not aware of this happening. Staff do not supervise the youngest children effectively to ensure their safety. For example, children are left to play on their own near the main entrance within easy access of an unsecured door, placing them at risk of leaving the premises unseen. In addition, staff show a poor understanding of identifying and acting on the risk that the main door presents. For example, despite senior management repeatedly guiding staff, including the manager, on how to make the main entrance safe, staff failed to follow these instructions, compromising children's safety as the door remained unsecured from the inside. Staff show a weak understanding of the reporting procedures to follow if they have a concern that affects a child's welfare. The provider does not implement a policy and procedures that are in line with the guidance and procedures of the Local Safeguarding Children Board. She fails to ensure that staff have a clear idea of the procedure to follow if they wish to report a concern about a member of staff or another adult. Staff show a weak understanding of when to report a concern about a child. For example, some staff state that they would not make a referral to the relevant authorities if the concern raised related to an incident that happened outside of club hours. The manager is not effective in her role. She does not use knowledge gained through completing her qualification and training to identify or respond decisively to risks. She fails to take immediate action to ensure the safety of the premises or support staff to fulfil their roles in keeping children safe and improving their practice. Self-evaluation is weak. Despite weekly monitoring visits and first-hand evaluations by the area managers, the provider remains unaware of the serious weaknesses within the club. The manager fails to monitor staff's practice effectively to ensure that they understand their roles and responsibilities, with particular regard to safeguarding children. The poor leadership and management have a significant impact on young children's safety and well-being.

Quality of teaching, learning and assessment is inadequate

Staff provide activities that on occasions place young children at risk of harm. For example, on the day of the inspection staff set out to play a parachute game with children in the same space used by a group of older children who were kicking around footballs. Within a short space of time children sustained injuries as a result of the falling balls. However, staff failed to recognise the risk that this game posed to the children and continued with this game until the area manager intervened. Despite some activities placing children at risk, staff do plan a range of daily activities that children generally enjoy. For example, children make colourful patterns with paint or create sculptures from marshmallows, dry pasta and sticky tape.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management and in staff's safeguarding awareness mean that children's welfare and safety are compromised. Children's safety indoors is poorly supported due to the ineffective deployment of staff. For example, staff leave some younger children on their own while they attend to routine jobs, such as tidying away resources. At this time, staff do not ensure that these children have activities available that engage and challenge them, and that are tailored to their individual needs and interests. Children's behaviour is managed appropriately overall, given their ages. However, staff do not promote children's understanding of safety effectively. For example, they fail to support a group of older boys to manage their sports activity so as to not injure their younger friends. Staff do, however, support children's understanding of healthy eating. For example, they provide a wide range of healthy snack options that children enjoy after a busy day at school. Staff suitably meet children's medical and dietary needs.

Setting details

Unique reference number	EY536706
Local authority	West Berkshire (Newbury)
Inspection number	1072069
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	36
Number of children on roll	4
Name of registered person	Energy Kidz Ltd
Registered person unique reference number	RP901001
Date of previous inspection	Not applicable
Telephone number	07824157220

Energy Kidz Out Of School Club - St Finians RG18 registered in 2016. It operates from St Finians Catholic Primary School in Cold Ash, near Newbury, in Berkshire. The club operates from the end of the school day until 6pm during term time, and also operates during some school half-term holidays. There are four staff who work with the children; of these, two hold relevant early years qualifications.

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