

Happy Days Club

Holyrood Catholic Primary School, Greenbank Road, Watford, WD17 4FS



Inspection date

26 February 2018

Previous inspection date

6 February 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		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- The manager and staff do not demonstrate sufficient knowledge and understanding of wider safeguarding issues, including awareness of the 'Prevent' duty.
- The provider has not ensured that a key-person system is in place to meet children's individual needs.
- The provider has not established systems for staff supervision. Staff, including the manager, are not supported to improve their knowledge and understanding of the responsibilities of their role.
- Staff do not have regular communication with the host school that the children attend. Children's continuity of care is not effectively supported.
- Staff do not effectively interact with children to engage them in purposeful play and aid their perseverance and enjoyment in activities.
- Staff do not take reasonable steps to support some children who speak English as an additional language to use their home language in their play.
- Self-evaluation is ineffective. The provider has failed to identify breaches in requirements and address all weaker areas of practice.

It has the following strengths

- Children benefit from a stimulating outdoor area and have regular opportunities to exercise and play outside in the fresh air.

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 staff's knowledge and understanding of the wider issues surrounding child protection and the 'Prevent' duty guidance to help them recognise signs that a child may be at risk from extreme views	12/03/2018
■ develop a key-person system to ensure that every child's care is tailored to meet their individual needs	12/03/2018
■ implement effective procedures for the performance management of staff and provide them with support and coaching to ensure that they understand the responsibilities of their role	26/03/2018
■ improve communication with the host school to ensure that information is shared effectively	26/03/2018
■ ensure that staff engage children in purposeful play and have the capacity to positively interact with them	26/03/2018
■ ensure that all reasonable steps are taken to provide opportunities for children who speak English as an additional language to develop and use their home language in their play.	26/03/2018

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

- make effective use of self-evaluation to ensure that weaknesses in practice and breaches of requirements are quickly identified and acted upon.

Inspection activities

- The inspector observed children playing inside and outside.
- The inspector spoke to children, staff and parents and took account of their views.
- The inspector sampled a range of documentation to help verify the suitability of staff.
- The inspector held a meeting with the provider and manager.
- The inspector had a tour of the facilities.

Inspector

Jemma Hudson

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The manager and staff have some understanding of child protection issues, including how to report any concerns they have about a child's welfare. However, they have not retained information from training to ensure that they understand their responsibilities under the 'Prevent' duty guidance. The provider does not have effective procedures in place to manage staff's performance. She has not identified weak practice or supported staff to develop their knowledge and skills further. Consequently, some staff supervise rather than engage children in meaningful interactions. The provider, manager and staff regularly meet together to discuss provision. However, they have not identified breaches in requirements. Parents comment that they are happy with the care provided.

Quality of teaching, learning and assessment is inadequate

Staff have a poor understanding of the requirements of their role. They require further training and support to improve their practice. Some staff lack the ability to engage children in purposeful play. They often adopt a supervisory role and their interactions are weak. Consequently, children lose interest in activities and spend long periods playing alone. Contrary to this, other staff play alongside children and support them to play imaginatively. For example, children enjoy dancing on the dance mats and staff offer enthusiasm and encouragement. The provider has failed to ensure a regular two-way flow of information with the host school. This means that staff have very limited information about children's interests and needs. Additionally, although the manager collects information from parents about children's home languages she does not know how to use this information to support children to use their home language in their play. Despite these weaknesses, children enjoy their time at the club. The well-resourced rooms provide space and opportunity for children to engage in a range of activities.

Personal development, behaviour and welfare are inadequate

Weakness in leadership and management means that children's welfare and well-being are not assured. The provider has not ensured that a key-person system is in place and staff do not demonstrate a sound knowledge of children. For example, staff are unaware of the languages that some children speak at home. This means that they are unable to plan activities or experiences to effectively meet children's individual needs. However, children appear to be happy and settled at the club. Staff are kind and caring, and act as effective role models. Children are encouraged to be independent, such as when getting ready to go outside and when serving themselves a healthy snack.

Setting details

Unique reference number	EY468571
Local authority	Hertfordshire
Inspection number	1102733
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 - 11
Total number of places	40
Number of children on roll	10
Name of registered person	Maria Sarah Flannery
Registered person unique reference number	RP516625
Date of previous inspection	6 February 2014
Telephone number	07816877177

Happy Days Club registered in 2013. The out-of-school club provides care for children attending Holyrood School. The breakfast club is open Monday to Friday, from 7.30am until children go into school. The afternoon session runs from 3pm until 6pm. The registered provider holds qualified teacher status. The club employs four members of staff to work with the children; a manager who has a qualification at level 3 and three members of staff who hold early years qualifications at level 2 and above.

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