

P20 Breakfast And After School Club



Pilgrims Cross Church Of England Primary School, Picket Twenty Way, Andover, SP11 6TY

Inspection date	5 March 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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 provider fails to ensure the safeguarding policy reflects the guidance and procedures of the Local Safeguarding Children Board. Staff are unclear of the correct procedure to follow if an allegation is made against an adult or if they wish to report a concern about a child. Staff fail to implement the club's policy on safe storage and use of mobile phones when children are present.
- The provider does not ensure staff obtain and share sufficient information with professionals and others who are involved in keeping children safe. They do not work effectively in partnership with parents and the host school to promote children's individual medical needs, support their well-being or ensure consistency in their care.
- The provider fails to implement an effective medication policy. They do not gather sufficient information around a child's needs for medicines and fail to gain prior written permission to administer these. They do not keep a written record of when medication is administered or inform parents or carers.
- The provider does not ensure there are effective supervision arrangements to promote staff's personal effectiveness. The organisation of the daily routine does not meet children's individual needs. The provider demonstrates a poor understanding of all weaknesses in the club and fails to sufficiently identify areas that require improvement.

It has the following strengths

- Children form friendly relationships with staff and each other.

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
<ul style="list-style-type: none"> ■ implement an effective policy and procedures to safeguard children that are in line with guidance and procedures of the relevant Local Safeguarding Children Board and that include an explanation of the procedure to follow in the event of an allegation being made against a member of staff and if staff were to report a concern about a child 	02/04/2018
<ul style="list-style-type: none"> ■ implement an effective mobile phone and camera policy 	02/04/2018
<ul style="list-style-type: none"> ■ maintain records and obtain and share information with other professionals working with the children, such as social services and the host school, as appropriate, to ensure the safe and efficient management of the setting, and to help ensure the needs of all children are met 	02/04/2018
<ul style="list-style-type: none"> ■ develop effective partnerships with parents and other professionals who also link with the children, such as the host school, to share information about children and to provide consistent support for their care, safety and medical needs 	02/04/2018
<ul style="list-style-type: none"> ■ implement an effective policy and procedures for administering medicines that include systems for obtaining information about a child's needs for medicines, and for keeping this information up to date 	02/04/2018
<ul style="list-style-type: none"> ■ obtain prior written permission from a child's parent and/or carer for the administration of any medication and ensure a written record is kept each time the medication is administered and parents and/or carers are informed 	02/04/2018
<ul style="list-style-type: none"> ■ supervise and provide support, coaching and training for staff to foster a culture of mutual support, teamwork and continuous improvement so they can effectively fulfil their responsibilities to keep children safe and to meet their individual needs. 	02/04/2018

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

- improve the organisation of the daily routine to help children settle on arrival and to minimise the time they spend waiting for their snack
- develop the self-evaluation process further to ensure it is effective in identifying all areas that require improvement to raise the quality of the provision and to meet the needs of the children.

Inspection activities

- The inspector observed children's play during indoor sessions.
- The inspector looked at a sample of staff checks and a small range of other documentation.
- The inspector spoke with the staff and children at appropriate times throughout the inspection.
- The inspector and the provider made a joint observation of a play activity in the school hall.
- The inspector spoke to the headteacher of the school.

Inspector

Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not ensure that their policy to safeguard children contains a clear procedure for staff to follow that includes a timely referral if they have a concern about a child. In addition, the written procedure that staff state they would follow in the event someone makes an allegation against another adult is not reflective of latest guidance for reporting concerns. For example, it indicates that senior staff will initially investigate the circumstances around the allegation before reporting this to the relevant agencies, which is not in line with the procedures of the Local Safeguarding Children Board, as required. Further safeguarding breaches include the failure of staff to follow safe procedures for the use of mobile phones and cameras while caring for the children. On the day of the inspection, the inspector observed a member of staff in possession of her mobile phone, while accompanying a group of children to the toilet on her own. A further member of staff was found to have kept her phone in the pocket of her coat, in the base room where children play. Both instances are in direct breach of the club's policy to store all mobile devices away securely, in a locked cabinet to safeguard children. Staff do, however, have a basic understanding of signs that may alert them to a concern that may affect children's welfare. However, they fail to obtain sufficient information about the professionals working with some children to promote effective information sharing to meet children's individual needs and ensure their safety. The provider does not monitor staff practice sufficiently. They do not provide staff with effective supervision opportunities or check that they follow the club's procedures successfully. Staff access some training online, such as food hygiene, but they do not use this training to good effect, such as following hygienic procedures when serving food. The provider fails to develop effective partnerships with the host school. For example, staff do not gather sufficient information on how to support the medical needs of some children or share information on how to successfully promote children's well-being. Self-evaluation and monitoring are weak and do not sufficiently highlight where urgent improvements are required to ensure children's safety.

Quality of teaching, learning and assessment is inadequate

The poor organisation of the club's routine does not effectively meet the needs of the children. Staff fail to adequately consider the needs of the children after a busy day at school. Children arrive eagerly but cannot readily engage in play as staff quickly interrupt this as they guide them to wash their hands for snack, despite some children saying they are not ready for this yet. Staff fail to organise the environment and resources effectively and children stand for some time in a long line waiting while staff individually serve each child a choice of food. Children do enjoy the company of their friends and some settle down to building with construction materials together and drawing pictures. However, the range of resources and activities on offer is basic and does not capture the attention of some children. These children run around the room and interrupt the play of others as the session begins.

Personal development, behaviour and welfare are inadequate

The significant weaknesses in leadership and management have an adverse impact on how staff promote children's care and well-being. Staff do not gather sufficient information around children's additional health needs when children first start at the setting to effectively support them to stay healthy. Despite having a written policy on the administration of medication, staff do not follow this. They fail to gather required information, including prior written permission to administer medicines on a parent or carers behalf, and do not gather details such as when this medication is required and the dosage to be given. Children have suitable opportunities to play inside the main school hall where they enjoy a game that requires skill and agility as they negotiate obstacles and avoid capture. Staff suitably support children's behaviour. For example, they support children to take turns in games and ensure that everyone is able to take part. However, they do not work sufficiently with professionals who also link with the children, such as those at the host school, to positively promote the school ethos and consistency in behaviour management for some children.

Setting details

Unique reference number	EY496160
Local authority	Hampshire
Inspection number	1032471
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	50
Number of children on roll	77
Name of registered person	Youth Options
Registered person unique reference number	RP519699
Date of previous inspection	Not applicable
Telephone number	01264 365 434

P20 Breakfast And After School Club at Pilgrims Cross Church Of England Primary School, Andover, in Hampshire registered in 2015. The club is open from 8am to 9am and 3pm to 6pm each weekday, term time only. There are six members of staff, of whom, four hold relevant qualifications, three at level 3 and one at level 2.

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