

# The Fun Club

Mortlake Hall, Mullins Path, North Worples Way, Mortlake, London, SW14 8EZ



## Inspection date

19 March 2018

Previous inspection date

18 November 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		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is inadequate

- Leaders do not ensure that staff have a suitable understanding of safeguarding matters. Staff do not have a sufficient knowledge of the indicators that children may be at risk of harm, including from radicalisation. This means that children's well-being cannot be assured.
- Leaders do not follow their recruitment procedures, such as following up references, to ensure that staff are suitable to work with children. They do not check whether staff are disqualified or disqualified by association, and staff are not made aware that they need to disclose this information. This puts children at risk.
- Leaders do not deploy staff with first-aid training effectively enough. Those who are responsible for collecting children from school do not have appropriate paediatric first-aid training to enable them to respond to accidents and medical emergencies.
- Young children are not assigned a key person to ensure that care is tailored to their individual needs during their time at the club.
- The leaders and staff do not organise the sessions and routines as well as possible. Children are left waiting for long periods at snack time and at the end of the session as they wait in the foyer until their parents arrive.
- Self-evaluation is not accurate. Leaders fail to recognise significant breaches in requirements and take steps to improve.

### It has the following strengths

- Partnerships with parents are positive. Parents feel that staff are flexible and fun.

## 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
■ ensure all staff have an appropriate understanding of safeguarding and know how to identify possible indicators that a child might be at risk of harm	28/03/2018
■ follow more robust recruitment procedures to ensure that staff are suitable to work with children	28/03/2018
■ improve knowledge and understanding of the requirements relating to disqualification, in particular disqualification by association, and how this may affect the suitability of staff	28/03/2018
■ ensure that staff who have paediatric first-aid training are deployed appropriately	28/03/2018
■ provide all young children with their own key person who can support them and tailor care to their specific needs.	28/03/2018

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

- review the organisation of routines and activities to make the most of children's time in the club
- make better use of self-evaluation to identify weaknesses and breaches of requirements.

## **Inspection activities**

- The inspector took into account the views of the parents spoken to on the day of the inspection.
- The inspector observed the quality of teaching, and the interactions between the staff and children.
- The inspector looked at written documents, including staff files, policies, procedures and risk assessments.
- The inspector held a leadership and management meeting with the manager, and spoke to the staff and children at appropriate times during the inspection.
- The inspector carried out a joint observation with the manager.

## **Inspector**

Victoria Nicolson

## Inspection findings

### Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Leaders do not take action to ensure that staff have the appropriate training and support in safeguarding matters. Staff do not have sufficient knowledge of the indicators that a child may be at risk of harm, including from exposure to radicalisation and extremism. Leaders do not follow their own recruitment procedures to ensure that the adults in contact with children are suitable. For example, they do not carry out appropriate checks, such as obtaining references, to ensure that staff are suitable for their roles. Leaders and staff do not have an appropriate understanding of disqualification and how association with disqualified individuals can affect their suitability to work with children. Some staff have a poor level of commitment to their roles and state that they have not had time to do any safeguarding training. Leaders and staff regularly use parents' and children's feedback to evaluate the service that they provide. However, they have not identified breaches of requirements and reflected on the organisation of the session to benefit the children. Leaders do not support staff to develop their skills and knowledge.

### Quality of teaching, learning and assessment is inadequate

Staff play alongside the children but do not have sufficient knowledge of children's needs and interests to offer them appropriate support. Children's time at the club is not used effectively and they get bored during daily routines. For example, they spend long periods waiting to be told to wash their hands and to be given their snack. Staff take children away from activities before the session ends to tidy up and collect their belongings. This means children sit waiting for their parents in the foyer with nothing to do. The leader does not ensure that young children have a key person to support their individual emotional needs. The youngest children find it difficult to interact with the other children and often stand next to adults watching other children playing, and not engaged in purposeful play activities.

### Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management, and staff knowledge of safeguarding, do not ensure children's safety. The leader fails to deploy staff appropriately. Staff collecting and dropping off children from clubs and schools do not have paediatric first-aid training to enable them to take appropriate action in the event of a serious accident or emergency. Overall, children behave well and staff work with parents to manage any issues with behaviour. Parents are complimentary about the experiences that their children have in the club. Children's physical development is supported well. For example, children enjoy physical activities, such as football and table tennis, which help them to stay fit.

## Setting details

<b>Unique reference number</b>	509713
<b>Local authority</b>	Richmond upon Thames
<b>Inspection number</b>	1125290
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	4 - 8
<b>Total number of places</b>	38
<b>Number of children on roll</b>	97
<b>Name of registered person</b>	ASC(R) The Fun Club Committee
<b>Registered person unique reference number</b>	RP519244
<b>Date of previous inspection</b>	18 November 2015
<b>Telephone number</b>	02088763556

The Fun Club registered in 1993. It operates in the Richmond area of Surrey. It is open during term time from 3pm until 6pm, and sometimes during school holidays from 8.30am until 6pm. The club employs six members of staff, three of whom hold appropriate childcare qualifications.

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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