

# Em3 Kids Club

St Peters Presbytery, Goresbrook Road, Dagenham, RM9 6UR



## Inspection date

3 May 2018

Previous inspection date

Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision requires improvement. It is not yet good because:

- Although the provider has obtained Disclosure and Barring Service (DBS) checks for the newest staff members, she has not correctly followed the DBS guidance on portability for the longest serving staff. However, the risks to the children are minimised because these staff are never left alone with children.
- The provider has not fully implemented a carefully targeted programme of support and mentoring for the manager and staff. Key staff have not attended regular training to ensure they are fully aware of their roles and responsibilities
- The provider, manager and staff do not consistently evaluate their practice accurately to identify where they are not meeting all requirements. Although staff talk daily with parents, they do not regularly seek their views on how to improve the provision.
- Staff sometimes complete tasks for children that they are capable of managing for themselves. During these times, children become distracted and lose concentration.

### It has the following strengths

- Partnerships with schools are strong. Staff plan activities in accordance with topics being taught at school. They share information with teachers to help them understand children's ongoing needs.
- Staff provide a well-resourced environment. Children are curious, enjoy the creative activities on offer and play well together.
- Parents are well-informed about the activities provided for their children during the day and comment that their children are well cared for and kept safe.

## 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:

	<b>Due Date</b>
<ul style="list-style-type: none"> <li>■ improve the procedures for ensuring the suitability of staff by complying with the Disclosure and Barring Service (DBS) guidance on portability. This includes not accepting existing DBS checks that are older than three months, unless the staff member is registered with the DBS update service, and applying for a new, enhanced DBS check</li> </ul>	03/05/2018
<ul style="list-style-type: none"> <li>■ devise and implement a programme of sharply focused staff supervision, providing support, coaching and training to increase their knowledge and understanding of changes to practice guidance.</li> </ul>	31/05/2018

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

- improve the use of self-evaluation, including seeking parents' views, to more accurately identify any weaknesses in the provision and take action for continuous improvement
- support children further in managing age-appropriate tasks for themselves.

### Inspection activities

- The inspector checked documents, including staff suitability checks and training certificates.
- The inspector held discussions with the manager and staff about the club's self-evaluation processes.
- The inspector sampled the club's policies and procedures, including those relating to safeguarding.
- The inspector spoke to the leaders, the staff and children at appropriate times during the inspection.
- The inspector carried out a joint observation with the manager.

### Inspector

Christine Lamey

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

Safeguarding is effective. The manager and staff are clear about what to do if they are concerned a child may be at risk of harm. However, processes to check the suitability of staff are not robust enough. For example, the provider has accepted DBS checks from previous and current employers for some staff who are not enrolled on the DBS update service. Staff have completed some training, for example, to understand their responsibilities with regard to the 'Prevent' duty to protect children's welfare. However, staff support is not fully effective, as the provider does not offer the staff regular professional development opportunities to ensure they are up to date with all aspects of current legislation. The manager encourages staff to evaluate their sessions and plan for the next day. However, self-evaluation is not thorough enough to identify all areas for improvement.

### **Quality of teaching, learning and assessment is good**

Staff provide good support for children to have confidence in their own abilities and to keep trying until they succeed, such as completing a difficult puzzle. Staff plan a variety of interesting and exciting activities. For example, children explore and investigate as they mix glue, salt and food colouring. They watch in awe and wonder as the food colouring seeps into the salt mixture to create patterns. Older children support the experiences of younger ones, using their developing social skills. They invite the younger children to join them as they build towers out of milk crates and use them to measure each other. Staff play alongside children during their games, such as during imaginative play and physical play. They join in with their discussions and skilfully correct mispronounced words. This helps to support children's developing language skills.

### **Personal development, behaviour and welfare require improvement**

Children know where to place their belongings on arrival and take care of their personal hygiene. However, staff do not consistently enable children to carry out age-appropriate tasks independently. For example, staff set and clear the tables and serve children at teatime. Overall, children's behaviour is good. However, at times, their behaviour deteriorates as they become disengaged when routines do not move on quickly enough. Staff successfully help children to consider their own safety. For instance, children regularly practise the emergency evacuation procedures and staff use children's experiences to consider the dangers of some of their actions. Staff promote children's safety, such as reminding them about not running indoors. They provide opportunities for children to be physically active. For example, children have use of the playground areas, where they can enjoy playing ball games, riding bicycles and throwing plastic discs.

## Setting details

<b>Unique reference number</b>	EY500340
<b>Local authority</b>	Barking & Dagenham
<b>Inspection number</b>	1048502
<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
<b>Age range of children</b>	4 - 8
<b>Total number of places</b>	35
<b>Number of children on roll</b>	3
<b>Name of registered person</b>	EM3 Kids Club Limited
<b>Registered person unique reference number</b>	RP906472
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	07804543273

Em3 Kids Club registered in 2016. The setting operates Monday to Friday from 3pm to 6.30pm during term time. The setting also operates a holiday club during the Easter and summer holiday periods. The setting employs eight staff members, three of whom hold appropriate early years qualifications at level 2 and level 3.

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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