

Mega Camps Billericay

St. Johns School, 47-49 Stock Road, Billericay, Essex, CM12 0AR



Inspection date	30 May 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
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:

- Leaders do not ensure that all information in regards to the suitability of staff is easily accessible and is available for inspection. This hinders the ability to check closely that vetting processes are thorough and robust.
- The provider has not established effective systems for staff supervision. Staff are not fully supported to develop their knowledge and understanding of the responsibilities of their role.
- The provider does not gather enough information when children start attending the camp, to ensure that their individual needs can be consistently met.
- Information sharing is not sufficient to support children when their key person is absent.
- Self-evaluation is not robust enough to identify all areas where improvement is needed.

It has the following strengths

- Children are generally settled, happy and enjoy their time at the camp. They build positive relationships with the staff and are developing friendships with each other.
- Staff are positive role models and interact with the children well.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
■ ensure that documents are easily accessible for inspection, particularly those relating to the suitability of staff	20/06/2018
■ develop the arrangements for staff supervision to ensure there is a well-established programme of professional development to coach and support staff to understand fully the responsibilities of their role.	20/06/2018

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

- gather more information regarding children's interests and needs when they first start attending the camp
- develop the key-person system in order to maintain consistent support for children when their key-person is absent
- 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, such as children's records, policies and procedures, and documents to assess the suitability of staff working at the camp.
- The inspector held a meeting with the provider and management team.
- The inspector had a tour of the facilities.

Inspector

Jemma Hudson

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. Staff are suitably trained and have an understanding of the camp's safeguarding policy. They are aware of the designated person within the club and know to whom to make a referral if they are concerned about a child's welfare or the behaviour of a colleague. This contributes to keeping children safe. Staff undergo suitability checks before commencing their employment. However, most of these records are held at head office and on the day of inspection were not easily accessible. For example, staff references were not available to help ascertain whether recruitment processes are robust. Although the provider and staff meet together to discuss the provision, they have not identified breaches in requirements. Additionally, the provider has not implemented effective systems to support staff to develop their knowledge and understanding of the responsibilities of their role. For example, some staff were unaware of some of the club's policies and procedures. However, the provider is keen to improve practice.

Quality of teaching, learning and assessment requires improvement

The provider does not always ensure that sufficient information is gathered when children first start at the camp. This means that staff are not always able to plan activities that are tailored to meet children's individual needs. At times, activities are not age appropriate. This is because some staff require further support to develop their knowledge of how to meet the needs of the very youngest children. Despite these weaknesses, children enjoy their time at the camp. They have opportunities to develop their physical skills. For example, children enjoy obstacle courses, go-karting and large group games with enthusiastic staff. Children have opportunities to develop their creative skills. For example, they design and decorate a money box using a range of resources.

Personal development, behaviour and welfare require improvement

A key-person system is in place at the camp. However, information is not consistently shared to ensure that every child's needs are met when their key person is absent. However, children appear to be happy and settled at the camp. Staff are kind and caring, and act as effective role models. Children are encouraged to be independent, such as accessing their packed lunch and water bottle. Children behave well. They listen attentively to instructions and guidance from staff. They are polite, well mannered and confident. Staff support children's understanding of the importance of healthy lifestyles. For example, children demonstrate an awareness of hygiene routines, such as handwashing before meals.

Setting details

Unique reference number	EY550179
Local authority	Essex
Inspection number	1111844
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	4 - 14
Total number of places	100
Number of children on roll	17
Name of registered person	Mega Camps Ltd
Registered person unique reference number	RP534735
Date of previous inspection	Not applicable
Telephone number	07876343914

Mega Camps Billericay registered in 2017. It is one of a chain of privately run holiday schemes. The club operates each weekday during school holidays from 8am to 6pm. The provider employs eight staff. Of these, two hold qualified teacher status and two staff hold an appropriate early years qualification at 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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