

Pb's Afterschool And Holiday Club



Brampton Primary School, School Board Lane, Chesterfield, S40 1DD

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| Inspection date | 18 June 2018 |
| Previous inspection date | 4 July 2017 |

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|---|-------------------------|----------------------|----------|
| | Previous inspection: | Requires Improvement | 3 |
| 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 designated safeguarding lead has a poor understanding of safeguarding and of the reporting procedures that must be followed. The provider and manager have not ensured that all staff have a robust understanding of the steps to take to protect children from extreme views and behaviour.
- The manager has failed to maintain an up-to-date record of suitability checks made on all staff working with children.
- The provider does not make rigorous enough checks of the ongoing suitability of practitioners to work with children.
- The provider and manager do not provide a robust programme of support, coaching and training to help staff develop their practice and skills.
- Staff do not plan or organise the environment or resources effectively to engage and motivate children to participate in a wide range of activities.

It has the following strengths

- Staff gather and share information with teachers about individual children. This helps to provide consistency between the parents, school and the club.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

| | Due Date |
|---|-----------------|
| <ul style="list-style-type: none"> ■ ensure that the designated member of staff responsible for safeguarding gains an understanding of signs and symptoms of abuse to enable them to recognise abuse, and knows when to liaise with local statutory children's services agencies and the Local Safeguarding Children Board | 20/07/2018 |
| <ul style="list-style-type: none"> ■ improve staff's knowledge of the 'Prevent' duty guidance to enable them to protect children from extreme views and behaviours | 20/07/2018 |
| <ul style="list-style-type: none"> ■ ensure all persons looking after children are suitable for their roles and information recorded about their suitability includes the Disclosure and Barring Service reference number and the date of the check | 20/07/2018 |
| <ul style="list-style-type: none"> ■ improve understanding of disqualification by association and ensure that all staff understand their responsibility to disclose any change in circumstances that may affect their suitability | 20/07/2018 |
| <ul style="list-style-type: none"> ■ implement effective arrangements to provide every member of staff, including the manager, with regular opportunities for support, training and coaching to help develop their practice and skills. | 20/07/2018 |

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"> ■ plan and organise the environment and resources to engage and motivate children and meet their needs. | 20/07/2018 |

Inspection activities

- The inspector observed the activities and the interactions between staff and children.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the provider. The inspector held a meeting with the club manager and provider. She looked at relevant documentation and evidence of the suitability of staff working in the club.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Lianne McElvaney

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding are not effective. The designated safeguarding lead, who is also the manager, is not able to clearly explain the different signs and symptoms that indicate a child is at risk. She does not recognise the significance of safeguarding incidents and has failed to share information regarding incidents reported to her. This puts children's safety and welfare at significant risk. Furthermore, the manager has not maintained a record of vetting checks made on staff's suitability to work with children. She does not understand her responsibility to check staff's ongoing suitability. Consequently, staff are unaware of the need to disclose changes in their situation that may result in disqualification, including through association. Although staff are aware of the types and signs of abuse, some staff are unaware of recent guidance and legislation. This relates to recognising when a child is at risk of harm from extreme views. The manager and staff do not have regular and ongoing support, training, coaching or mentoring to help them recognise weaknesses in their skills and practice. This impacts on the consistency with which staff support children's understanding, thinking and development of their own ideas. The provider has made improvements to the setting's self-evaluation arrangements and has begun to identify weaknesses in the provision.

Quality of teaching, learning and assessment is inadequate

Although some activities are ready for the children when they arrive, the quality of what is offered is not considered well enough to attract children. For example, a box modelling activity lacks sufficient resources to enable children to fully participate or develop their imaginative skills. A limited range of activities is available with some resources stored out of sight, which children can request but are not always aware of. Some staff engage enthusiastically with children as they play but this is not consistent across the setting. Nevertheless, children are eager to attend the club. They enthusiastically find a friend to play with and discuss their activities. Children develop their imagination as they role play with the doll's house. Children have plentiful opportunities to speak and listen as they develop their games and ideas. Children work together to play group games outside.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management and safeguarding have a significantly negative impact on children's safety and welfare. However, an effective key-person system supports children to settle and provides them with a secure relationship with an adult. This gives children a familiar adult to turn to for support and reassurance. Overall, children behave well and are happy to see their friends when they arrive at the club. Children's attitudes about the club are positive; they say that they enjoy playing with their friends and having fun. Information about children's dietary needs and allergies is recorded when they start. Children's good health is promoted. They play energetically for extended periods in the fresh air and this helps to promote their physical well-being. Children are encouraged to follow appropriate hygiene routines and make healthy eating choices. Staff support children to learn how to keep themselves safe and children tell staff when they go outside to play.

Setting details

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|--|---|
| Unique reference number | EY487046 |
| Local authority | Derbyshire |
| Inspection number | 1139204 |
| 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 | 30 |
| Number of children on roll | 6 |
| Name of registered person | Pb's Afterschool And Holiday Club Partnership |
| Registered person unique reference number | RP902732 |
| Date of previous inspection | 4 July 2017 |
| Telephone number | 07542118292 |

Pb's Afterschool and Holiday Club registered in 2015. The club employs five members of childcare staff. Of these, four hold appropriate early years qualifications at level 3. The club opens from Monday to Friday all year round. Sessions are from 7.30am until 9am and 3pm until 6pm during term time. During school holidays the club opens from 7.30am until 6pm.

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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