

# 4-11 After School Care And Learning



Holtsmere End Junior School, Shenley Road, Hemel Hempstead, HP2 7JZ

<b>Inspection date</b>	5 July 2018
Previous inspection date	31 January 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is outstanding

- The manager and her staff team have highly effective systems in place to ensure the safety of the children at all times. Their constant communication with each other supports important information being passed on to parents when they collect their child.
- Staff offer children of all ages an abundance of opportunities to be independent. For example, all children wash and dry their plates when they have finished eating their snack.
- All staff skilfully build on the learning that children have already gained at school. For example, staff encourage younger children to practice writing their names with the chalks outside. Staff meet regularly with Reception class teachers to ensure that they provide children with relevant learning opportunities.
- Children are at the forefront of everything that the staff do. Their achievements are celebrated. For instance, 'wow' moment achievement cards are displayed in the club. The manager fully embraces their ideas and listens to their opinions. For example, she uses their requests for activities as she plans for future learning opportunities.
- The manager's leadership is motivational and staff respond enthusiastically to provide positive interactions to support children in their learning and development fully.

## What the setting needs to do to improve further

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

- continue to analyse the impact of the systems in place for staff to share inspirational practice throughout the club to maintain the excellent experiences for children.

### Inspection activities

- The inspector observed the quality of the interactions between staff and children during activities.
- The inspector spoke to staff and children at appropriate times during the inspection.
- The inspector spoke to parents and took their views of the club into consideration.
- The inspector held a meeting with the manager. She looked at relevant documentation, including policies, and reviewed evidence to support the suitability of staff working at the club.

### Inspector

Jennifer Hardy

## Inspection findings

### **Effectiveness of the leadership and management is outstanding**

The arrangements for safeguarding are effective. The manager ensures that all staff have a deep understanding of child protection. Staff demonstrate that they have a firm knowledge of the processes they need to follow if they are concerned about the welfare of a child. They ensure that the premises are safe and secure and that people who are entering the grounds are known to them. The manager has written policies in place which are implemented meticulously to support the well-being of the children. She ensures that relevant information is gained from parents before children start. There is a highly effective staff recruitment process in place. Staff undertake a robust induction programme to ensure that they understand their roles and responsibilities fully. The manager provides exceptional support to the staff team. For example, she reflects on requests from staff before their supervision meetings regarding further training they would like to attend. The manager recognises the importance of continually analysing how inspirational practice is shared between staff to help maintain the outstanding provision.

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

Children thoroughly enjoy being at the club and are constantly engaged in activities. The stimulating range of resources on offer complements the learning that takes place elsewhere. The environment has been thoughtfully laid out to inspire children. They recognise that the work they create is valued, for instance, as it is proudly displayed around the room. Children talk enthusiastically about their work. Staff have an excellent understanding of how to support children. Children embrace challenges, such as when they follow instructions on cards to build towers with blocks. Staff use children's own experiences to motivate them and help them relate their learning to their own lives. Children gain a deep understanding of different cultures and learn about a range of festivals, such as Eid.

### **Personal development, behaviour and welfare are outstanding**

Children's behaviour is exemplary. All children confidently follow the routines and settle quickly when they arrive at the start of the session. They clearly understand the importance of good hygiene. For instance, children go straight to the sink to wash their hands before snack time. Staff speak calmly to the children and they quickly identify anyone who needs help. They are thoughtful and considerate towards individual children's needs. Staff nurture children's emotional development and support younger children to build on their existing sharing and turn-taking skills. Staff provide wonderfully engaging opportunities for children of all ages to play collaboratively, such as when they play parachute games all together on the field. Children form trusting relationships with staff and a strong key-person system supports them effectively. Staff are considerate and mindful of children's need to relax after their school day.

## Setting details

<b>Unique reference number</b>	EY466761
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	1102620
<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>	5 - 8
<b>Total number of places</b>	32
<b>Number of children on roll</b>	32
<b>Name of registered person</b>	4-11 After School Care And Learning Ltd
<b>Registered person unique reference number</b>	RP910190
<b>Date of previous inspection</b>	31 January 2014
<b>Telephone number</b>	07864501679

4-11 After School Care And Learning registered in 2013. The club opens five days a week during school term time. Sessions are from 3.15pm until 5.50pm. Five staff members have early years qualifications at level 3.

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