

Candice Conway

Theatre Camps LTD

The Bushey Academy, London Road, Bushey WD23 3AA



Inspection date	31 July 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Outstanding	1
		Not applicable	
Effectiveness of 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

The provision is outstanding

- Leadership and management are outstanding. Managers are enthusiastic and supportive leaders, who have high expectations of staff in their pursuit of excellence. Staff are highly knowledgeable about their responsibilities and committed to their duties. They know the children extremely well and provide them with personalised care.
- Children thrive in this high-quality club. They settle swiftly and form close bonds with staff and peers. Staff are extremely nurturing, attentive and are exceptional role models. This is evident in children's outstanding behaviour. Children develop secure friendships and are encouraged to learn about and accept each other's uniqueness.
- Staff are specialists in promoting children's creativity and imagination. Children show exceptional enjoyment in all activities and routines. For example, they demonstrate dedication during drama and dance lessons. Children skilfully learn lines, songs and choreographies for their weekly performance for parents. Their interests are astutely promoted all day.
- Partnerships with parents are exemplary. Managers and staff maintain exceptional systems for sharing information with parents about children's care, activities and well-being. Parents highly praise the welcoming staff and the outstanding opportunities they have to participate in their children's experiences at the club.
- Staff are deployed effectively and diligently risk assess the areas used by children. They monitor and supervise children closely to ensure they remain safe at all times.

What the setting needs to do to improve further

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

- continue to extend the excellent opportunities that staff have for professional development, to maintain the outstanding experiences and provision for children.

Inspection activities

- The inspector observed the quality of activities and assessed the impact of staff's interactions with children.
- The inspector interacted with children and staff throughout the inspection.
- The inspector held meetings with the club managers to discuss their procedures for managing the club. She looked at relevant documentation, such as evidence of staff's suitability, training and qualifications.
- The inspector spoke to a small number of parents during the inspection and looked at written feedback.

Inspector

Karina Hemerling

Inspection findings

Effectiveness of leadership and management is outstanding

The arrangements for safeguarding are effective. Managers astutely implement innovative methods to ensure staff maintain an excellent understanding of their duty to safeguard children. Staff are confident in recognising the signs of abuse and know how to make referrals of child protection concerns. They undertake thorough induction programmes and benefit from inspirational support from the managers through comprehensive and ongoing supervision meetings. Parents, children and staff are successfully engaged in sharing their views on the service provided. Highly qualified managers and staff are exceptionally reflective. They recognise the capacity to continue to extend opportunities for professional development, to maintain the already outstanding experiences and provision for children.

Quality of teaching, learning and assessment is outstanding

Staff interact with children exceptionally well. They are enthusiastic and create a vibrant club. Children access a vast variety of toys, resources and activities, indoors and outside. They lead their play and are extremely keen to participate in activities led by the highly qualified and dedicated staff. For example, children are challenged to make their own key rings. They show incredible concentration and attention to detail. Children are busy, engaged and extremely proud of their work. Dedicated staff work closely with parents, and this significantly enhances children's experiences. Staff know children's capabilities and effectively challenge and motivate them, building on their skills and interests. Children show a great interest in role play. For example, they enjoy using the extremely well-resourced home corner and hairdressers' area, and they dress up and pretend to be professionals and their parents. They are fully involved in the planning of activities and have great fun at the club.

Personal development, behaviour and welfare are outstanding

There is a highly effective key-person system and children flourish at the club. Children are extremely confident and understand staff's clear expectations of them. Managers and staff are highly successful in promoting children's social skills. They encourage children to have good manners, and be polite and kind towards one another. Children have exceptional support to learn the importance of good hygiene and eating well. They are extremely independent with their personal care and learn to make healthy choices. Children display a confident understanding of how to keep themselves safe. For example, they are very attentive during the daily greeting session when they discuss and reflect on personal safety with new peers and staff. Children are extremely mindful of others during play and learn to use the available equipment carefully. They show excellent listening skills. Older children support younger ones, and friendships blossom. Staff and children create a harmonious atmosphere of mutual trust and respect.

Setting details

Unique reference number	EY496297
Local authority	Hertfordshire
Inspection number	10059786
Type of provision	Out-of-school day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	3 - 11
Total number of places	60
Number of children on roll	300
Name of registered person	Candice Conway Theatre Camps Limited
Registered person unique reference number	RP535071
Date of previous inspection	Not applicable
Telephone number	07903672216

Candice Conway Theatre Camps Limited registered in 2016. The club opens Monday to Friday during school holidays and sessions are from 9.30am to 3.30pm. The club offers an additional breakfast and after-club session. There are 14 members of staff employed. Of these, three hold an appropriate early years qualification at level 3 and eight hold qualified teacher status.

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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