

Hitchin Fun Club, After School and Holiday Club



Highbury Infant School, Standhill Road, HITCHIN, Hertfordshire SG4 9AG

Inspection date	17 August 2018
Previous inspection date	5 April 2016

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Good	4 2
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not Applicable	

Summary of key findings for parents

The provision is inadequate

- The provider does not have a secure understanding of the requirements of the early years foundation stage. Ofsted has not been informed about new committee members or provided with the required information to check the suitability of these individuals, one of whom is the new manager. The provider has not responded to Ofsted's requests, within the required time scale.
- The provider does not implement robust recruitment procedures. Some staff working directly with children do not hold a Disclosure and Barring Service check.
- Some staff are unaware of how to identify children at risk of extremist views and behaviours.
- The club does not have highly effective links with children's teachers to fully support children's continuity of care and experiences further.

It has the following strengths

- Children show that they are happy and confident individuals who enjoy attending the club. Key persons build supportive and sensitive relationships with children.
- Staff provide children with a good range of activities and experiences. For example, children were inquisitive during a visit to the local fire station. They discovered how firefighters source water and why torches are an essential part of their equipment.
- Staff work in partnership with parents to ensure that they are fully informed about the range of activities and experiences that is available for children. They value the nurturing and family orientated environment that staff create.

What the setting needs to do to improve further

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

	Due date
provide Ofsted with the required information to enable the suitability checks to be completed on committee members	31/08/2018
ensure all staff working with children are subject to a rigorous recruitment procedure, including obtaining a Disclosure and Barring Service check	31/08/2018
ensure that all staff have an up-to-date knowledge of all current safeguarding legislation.	31/08/2018

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

- strengthen partnerships with children's teachers to extend on their interests and experiences within the club.

Inspection activities

- The inspector observed the activities indoors and outdoors 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 club manager. She joined children and staff on a visit to the local fire station.
- The inspector held a meeting with the club manager and provider. She looked at relevant documentation and evidence of the suitability of committee members and staff working in the club.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector
Lorraine Pike

Inspection findings

Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider has not notified Ofsted of new committee members within the prescribed time, or provided the required information to complete checks to verify their suitability. These new committee members do not hold a Disclosure and Barring Service check and have access to children's personal details. In addition, they also contribute to making decisions about the recruitment of new staff. Some committee members are also members of staff, including the new manager. The provider has not responded to Ofsted's requests to provide full suitability checks for the manager, such as the health declaration. Recruitment procedures are not robust. DBS checks for some staff working with children have not been processed. The designated members of staff who have lead responsibility for safeguarding do not provide all staff with ongoing guidance, such as recent safeguarding legislation. Some staff are not aware of their responsibilities under the Prevent duty. They are not clear of the action to take if children are at possible risk of being exposed to extreme ideas about right and wrong. This puts children at significant risk. However, staff have an appropriate understanding of the possible signs of abuse. Staff have limited opportunities to extend their knowledge and skills through training. The provider focuses on staff completing compulsory training, such as first aid. Staff receive regular supervision meetings with the manager. This helps them to build on the quality of their interactions with children. Self-evaluation is not fully effective. The provider has not identified or addressed significant weaknesses in the leadership and management of the club. Nevertheless, she does seek the views of staff, parents and children to help identify areas for improvement. Highly effective partnerships with children's teachers are not in place to extend on children's interests and experiences during their time at the club.

Quality of teaching, learning and assessment is good

Children are inquisitive and active individuals. They make independent choices of what they would like to play with from a wide range of resources. Staff interact with children to support and extend their play. For example, they talk to children about the features of insects as children use their imaginations to mould dough to form various insects. Children concentrate and safely use scissors to cut straws the same length to create legs for their models. Staff actively listen to what children have to say and skilfully use appropriate opportunities to build on their interests. This motivates children to talk about previous experiences. For example, they use complex sentences to describe why their parents and other people use different types of ladders.

Personal development, behaviour and welfare are inadequate

Significant weaknesses in leadership and management mean that the provider is unable to safeguard children from significant harm. She does not ensure that all staff and committee members are suitable for their roles and that they understand their safeguarding responsibilities. All children behave well, use good manners and older children are positive role models for younger children. Children demonstrate that they know the expectations of the club. During outings in the community staff take appropriate measures to prevent children coming into contact with individuals who are smoking. Children demonstrate friendly relationships and play team games that develop

their physical skills. For instance, they take turns to blow through straws to keep a balloon afloat, build dens and balance on large apparatus outdoors.

Setting details

Unique reference number	146766
Local authority	Hertfordshire
Inspection number	10063670
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	4 - 12
Total number of places	35
Number of children on roll	72
Name of registered person	Hitchin and Strathmore Fun Club Committee
Registered person unique reference number	RP523449
Date of previous inspection	5 April 2016
Telephone number	01462 450925

Hitchin Fun Club, After School and Holiday Club opened in 1989 and is managed by a voluntary committee. The club employs 14 members of childcare staff. Of these, five hold appropriate qualifications at level 3 or above, including the provider who holds a qualification at level 6. The club opens from 3.10pm to 6pm, Monday to Friday, during term time. During the school holidays the club is open from 8am until 6pm, Monday to Friday, excluding bank holidays.

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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