

Pick Up And Play Club

105th scout hut, Pack Horse Lane, High Green, SHEFFIELD S35 3HY



Inspection date	10 October 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of 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

The provision is inadequate

- The provider's understanding of the safeguarding and welfare requirements is extremely poor. She does not implement policies and procedures effectively to keep children safe and well. She does not prevent children being exposed to risks. Staff have a poor understanding of the signs and symptoms that might indicate a child is at risk from harm or abuse. The provider does not ensure there is a suitably trained person to take the lead responsibility for safeguarding children when the provider is absent from the club.
- The provider does not deploy staff effectively to meet the needs of children and ensure their safety. Staff do not adequately supervise children or take suitable action to address unwanted behaviour.
- The provider does not meet the requirements for staff qualifications when children aged three years, and children aged four years who are not in reception class, are attending the club. She does not ensure that a member of staff who has a current paediatric first-aid certificate is on the premises and accompanies children on outings, including the school collection and drop off.
- The provider does not keep required records for children. She does not obtain and share information with parents and other professionals to help ensure children are kept safe and their needs met. She does not tailor children's care to meet their individual needs.
- The provider does not have suitable arrangements for the induction of new staff. She does not provide effective supervision, support, coaching and training for staff.

It has the following strengths

- Parents are positive about the club. They say staff are approachable and flexible to accommodate their childcare needs.

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
ensure that staff understand safeguarding policy and procedures and have up-to-date knowledge of safeguarding issues; with particular regard to understanding signs and symptoms of possible abuse and neglect, how to respond to these in a timely and appropriate way, and understanding government guidance including 'Working Together to Safeguard Children 2015' and the 'Prevent' duty guidance for England and Wales 2015	26/10/2018
undertake effective risk assessments to identify and minimise hazards to children, with particular regard to times when children are being taken to or collected from school, and the use of mobile phones in the setting	26/10/2018
ensure there is a suitably trained person to take the lead responsibility for safeguarding children when the provider is absent from the club	26/10/2018
implement effective staffing arrangements, ensuring children are adequately supervised at all times and their individual needs are met	26/10/2018
manage unwanted behaviour in an appropriate way, so that children understand what is and is not acceptable behaviour and the negative impact their actions have on others	26/10/2018
meet the requirements for staff qualifications when children aged three years, and children aged four years who are not in reception class, are attending the club, ensuring that at least one member of staff holds a full and relevant level 3 qualification and at least half of all other staff hold a full and relevant level 2 qualification	26/10/2018
ensure at least one person who has a current paediatric first-aid certificate is on the premises and available at all times when children are present and accompanies children on outings, including the journey to take children to and collect them from school	26/10/2018
keep required records for every child to include child's full name, date of birth, name and address of every parent and/or carer who is known to the provider, information about any other person who has parental responsibility for the child, which parent(s) and/or carer(s) the child normally lives with and emergency contact details for parents and/or carers	26/10/2018

develop effective partnerships with parents and other professionals working with children to support a regular two-way flow of information that helps to ensure the needs of all children are met	26/10/2018
ensure that staff receive induction training and ongoing supervision to help them understand their roles and responsibilities and receive training and support to develop their skills and offer good-quality experiences for children that continually improve	26/10/2018
record information about the checks and vetting processes that have been completed to establish the suitability of all staff.	26/10/2018

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

	Due date
implement a key-person system, ensuring that each child is assigned a key person who can offer a settled relationship for the child, build a relationship with the parents and ensure that every child's care is tailored to meet their individual needs, so that their time in the club is a stimulating and enjoyable experience	26/10/2018

Inspection activities

- The inspector accompanied staff to collect children from school.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector observed the activities indoors and outdoors and the interactions between staff and children.
- The inspector held a meeting with the club manager, who is also the 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
Nicola Dickinson

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The provider has an extremely poor understanding of the safeguarding and welfare requirements. She does not implement policies and procedures effectively to protect children. The provider does not ensure that the deputy manager, who acts as designated safeguarding lead (DSL) in her absence, is suitably trained to understand and fulfil the responsibilities of the DSL role. In addition, she does not meet the requirements for staff to be suitably qualified when children aged three and four years are attending the club. The provider does not identify and take appropriate action to minimise risks. She does not ensure that children are within sight or hearing at all times, particularly during school collection. The provider allows children to use mobile phones unsupervised in the club. Staff do not check what children are viewing or sharing with other children. Staff have not checked whether electronic devices have appropriate firewalls in place to keep children safe. In addition, children look down at their mobile phones during the walk from school. This means they do not pay attention to hazards, such as the busy road they have to cross. During the inspection, children are observed accepting items from a child outside of the club. Staff do not know what the items are; they do not question or take prompt action to stop it. Staff have a poor understanding of the signs and symptoms that might indicate a child is at risk from harm or abuse. They have a poor knowledge of wider child protection issues. This means they cannot adequately protect children. The club frequently operates without at least one member of staff who holds a current paediatric first-aid certificate on the premises when children are present. Staff who do not have first-aid training frequently work alone collecting children from school. The provider does not keep required records for children. She does not have enough information to keep them safe in the case of an emergency. The provider does not have suitable arrangements in place for the induction of new staff. As a result, they are not aware of their role and responsibilities. The provider does not have effective arrangements in place to evaluate her practice. She does not provide adequate supervision, support, coaching, or training for staff. As a result, they do not have the support they need to develop their knowledge and skills, which means the quality of the provision is poor.

Quality of teaching, learning and assessment is inadequate

The provider does not ensure that every child's care is tailored to meet their individual needs, so that their time in the club is a fully enjoyable experience. She does not provide a well-planned range of activities that engage and stimulate them. Staff do not work well in partnership with parents and schools to share information about children's progress. The children occupy themselves, choosing from a limited range of resources. For instance, children play in small groups using building bricks to make spaceships. They share their ideas to develop narratives in their play. Children use chalks to practise early writing skills in the outdoor area. However, staff do not provide high-quality interactions to support children during play they have initiated for themselves. This leads to children being bored and they demonstrate unwanted behaviour that disrupts other children's play. For example, the inspector observed children kicking toys away that children are playing with and stamping on them.

Personal development, behaviour and welfare are inadequate

Significant weaknesses in leadership and safeguarding practice mean that children's safety is compromised. The provider does not deploy staff effectively to ensure children have appropriate supervision at all times. As a result, unwanted behaviour often goes unnoticed and unchallenged. When staff do recognise poor behaviour, they do not always take appropriate action to address it. This means they do not support children well enough to understand what is and is not acceptable behaviour. Despite this, most children behave well. They have good relationships with their chosen groups of friends. Staff support their independence in personal care routines. Overall, children are willing to help with routine tasks, such as tidying up at the end of the session.

Setting details

Unique reference number	EY536508
Local authority	Sheffield
Inspection number	10076860
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	30
Number of children on roll	90
Name of registered person	Booker, Gemma Danielle
Registered person unique reference number	RP909773
Date of previous inspection	Not applicable
Telephone number	07403133345

Pick Up And Play Club re-registered in 2016. The club employs three members of childcare staff. Of these, one holds an appropriate early years qualification at level 3 and one at level 5. The club opens from Monday to Friday during term time. Sessions are from 7.45am to 8.45am and 3.20pm until 6pm. It also operates a holiday club, which runs from 7.45am 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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