

Hitchin Fun Club, After School and Holiday Club



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

Inspection date	22 November 2018
Previous inspection date	17 August 2018

The quality and standards of the early years provision	This inspection:	Not met (with actions)	
	Previous inspection:	Inadequate	4

Summary of key findings for parents

This provision does not meet requirements

- The manager and committee have failed to rectify all of the issues raised at the last inspection and there is still some weaknesses in safeguarding practice.
- Staff do not always complete registers accurately to keep track of children that are attending other clubs on the school site.
- The recruitment procedures are not consistently effective. References are not taken up before staff begin working with the children. Documentation to show that the necessary checks have been applied for is not available at the club.
- Induction procedures for new staff do not sufficiently prepare them for their role. Some aspects of safeguarding, including anti-radicalisation are not covered in enough detail to fully support staff. Furthermore, supervision meetings are not used well enough to swiftly improve staffs' understanding of their role.
- Managers are not using the available statutory documents and guidance materials to help them check that all requirements are met.
- Relationships with school staff are improving and the manager demonstrates a commitment to maintain these.
- There are sufficient staff employed to care for children and provide suitable support for play. There is a good range of resources and staff plan suitable activities.
- Managers demonstrate a positive attitude to include early years children in the group and to meeting their needs.

There were no children present when this inspection took place. The findings in this report are based on evidence gathered from discussions with those who care for the children and an inspection of the premises, equipment and relevant documentation. Where there are no children present, no judgement is made on the quality of the early years provision as there is no reliable evidence on which to assess its impact on children. The report states whether the provider continues to meet the requirements of registration.

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
improve the recruitment procedures to ensure all checks are completed and recorded before staff begin working with children	30/11/2018
keep an accurate daily record of children's names and hours of attendance	30/11/2018
improve induction procedures to ensure staff fully understand their roles and responsibilities, to deepen their knowledge of all aspects of safeguarding and of the early years foundation stage requirements	21/12/2018
develop staff supervision to include support, coaching and training to improve personal effectiveness and to underpin knowledge of safeguarding practice.	21/12/2018

Inspection activities

- The inspector met with the area manager and club manager to discuss how they meet the statutory requirements of the early years foundation stage.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the club and of committee members.
- The inspector viewed the areas used by children and the resources available.
- The inspector spoke to a small number of staff working at the club.
- The inspector and the managers discussed self-evaluation and action planning.

Inspector

Alison Reeves

Setting details

Unique reference number	146766
Local authority	Hertfordshire
Inspection number	10077994
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	17 August 2018
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 8 members of childcare staff. Of these, two hold appropriate qualifications at level 3. 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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