

Springwell Before and After School Club

C/o Springwell Infant and Nursery, Speart Lane, Heston TW5 9EF



Inspection date	4 December 2018
Previous inspection date	6 February 2018

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Requires improvement	3
Effectiveness of leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Not Applicable	

Summary of key findings for parents

This provision is good

- Children enjoy spending their time at the club. They eagerly choose their activities and enjoy sharing their skills with other children, for example, teaching their friends how to make three-dimensional paper stars.
- The staff work very well together. They ensure important information is shared with parents, who tell the inspector that they are very happy with the care provided.
- Children of all ages get on very well. Older children act as good role models and younger children confidently talk about the activities they enjoy and describe the staff as being 'very nice'.
- Staff carefully ensure that children's cultures and beliefs are respected. They encourage children to try out new skills and help children persevere when something is difficult.
- The manager has implemented a range of improvements since the last inspection. She actively seeks the views of parents and children, and introduces new ways of working to better meet their needs.
- Staff appraisals are currently completed by members of the management committee, who are not always in the best position to assess staff practice. As the manager is not currently included in this process, she does not receive all the relevant information to help her provide any relevant support.

What the setting needs to do to improve further

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

- develop how the current appraisal system is used to ensure support for staff is precisely targeted and regularly monitored.

Inspection activities

- The inspector observed activities and conducted a joint observation with the manager.
- The inspector spoke to children and parents to seek their views.
- The inspector held discussions with the manager and staff at appropriate times.
- The inspector reviewed a range of documentation, including policies and records.

Inspector

Amanda May

Inspection findings

Effectiveness of leadership and management is good

Safeguarding is effective. All staff have attended relevant training and have updated their skills in regards to child protection issues. They are very aware of different signs of abuse and neglect, and know what to do if they have concerns a child may be at risk of extremism. The manager works closely with staff, parents and children to evaluate the setting. They are now in a more informed position to plan improvements and ensure these have a positive impact on the children. Staff explain that they find the manager supportive and it is clear that the staff team works very well together. Members of the committee are responsible for recruiting new staff and the manager is provided with relevant information and encouraged to act as a mentor. Parents are kept informed about their child's experiences and staff try to link children's learning at school to relevant activities at the club. This helps to promote consistency of support and learning.

Quality of teaching, learning and assessment is good

Children visibly enjoy spending time with their friends. Younger children feel secure and safe, happily chatting with older children at mealtimes and during play. Staff know children's interests very well and ensure the activities and resources reflect these. Children are very independent and they lead their play, with staff nearby to ask challenging questions and extend their thinking. Children enjoy making up their own board games, which they then share with their friends. Staff provide lots of encouragement and praise for their ideas and children eagerly seek out staff to share their achievements. Children have high levels of self-esteem and clearly value one another.

Personal development, behaviour and welfare are good

Children enjoy accessing the outdoors and having space to be active. They enjoy a variety of filling, cooked meals, which they sit to eat together. Children enjoy participating in a wide range of activities that helps them to explore and consider other people's similarities and differences. Staff are very aware of children's backgrounds and encourage children to get to know people they do not usually sit or play with. This helps them to make new friends. Many of the older children enjoy helping others. They happily teach other children a new skill, while offering lots of praise and encouragement. This helps all children feel valued and raises their self-esteem. Children enjoy being independent, for example, as they help to prepare tables for meals and when pouring their own drinks.

Setting details

Unique reference number	116257
Local authority	Hounslow
Inspection number	10079776
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 - 11
Total number of places	30
Number of children on roll	37
Name of registered person	Springwell Before and After School Club Committee
Registered person unique reference number	RP517533
Date of previous inspection	6 February 2018
Telephone number	07956 407 546

Springwell Before and After School Club is run by a management committee. It registered in 1990 and operates from Springwell Nursery and Infant School. The club operates weekdays during the school term, from 8am to 9am and 3.30pm to 5.30pm. Six members of staff are employed to work with the children, including the manager. Five hold a childcare qualification at level 2 or above.

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