

St Thomas Aquinas After School Project

St.Thomas Aquinas Combined School, St. Marys Avenue, Bletchley,
MILTON KEYNES MK3 5DT



Inspection date	3 December 2018
Previous inspection date	10 August 2018

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Inadequate	4
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

This provision is inadequate

- Staff do not have sufficient understanding of their safeguarding responsibilities. Some staff do not have the necessary knowledge to enable them to identify if a child is at risk of harm. Other staff are unsure of what they should do next if they need to escalate any concerns. This poor understanding puts children at risk.
- The manager has not established effective systems for monitoring and improving staff practice. Staff are not consistently effective in helping children to build further on skills they are developing elsewhere.
- Staff have too low expectations of what children can do. They often complete tasks for children that they are capable of doing for themselves.

It has the following strengths

- Children show that they are happy to attend the club and that they enjoy playing with their friends.
- Staff encourage children to enjoy the benefits of an active lifestyle. For example, they provide children with a range of bats, balls and ropes outside and encourage them to use them to develop their hand-to-eye coordination.

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 all staff have a full understanding of their safeguarding responsibilities, are able to recognise and respond to concerns about a child's welfare and escalate any concerns as required to keep children safe	04/01/2019
implement effective arrangements for supervision of staff, to identify areas of knowledge and practice that require improvement, and address these through support, coaching and training.	04/01/2019

Inspection activities

- The inspector observed staff and children indoors and outdoors.
- The inspector carried out a joint observation with the manager and discussed the quality of the practice that they were observing.
- The inspector discussed with staff their understanding of safeguarding, risk assessment and first aid.
- The inspector took account of the views of parents and children.
- The inspector looked at documentation, including children's records and the provider's policies.

Inspector

Sarah Holley

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The manager has not taken effective steps to make the necessary improvements to staff's safeguarding understanding. For example, although she has provided training for a recently appointed member of staff, she has not checked to ensure that her learning from this is sufficient. This member of staff's safeguarding knowledge remains poor. Other staff are not sure what they should do if they need to share concerns beyond their manager or her deputy. They are unaware that they can refer to the provider's policy to find out what they should do. There have been some improvements since the last inspection. For example, staff now check that resources are safe for children to use and the manager checks staff's ongoing suitability. The provider has made the necessary information available to Ofsted so that the suitability of committee members can be checked. Self-evaluation is ineffective. For example, the manager has not identified that the steps she has taken to improve staff's safeguarding knowledge have not been fully successful. The remaining gaps in staff's safeguarding knowledge put children at risk. Parents speak warmly of the staff and report that staff keep them informed about their child's well-being.

Quality of teaching, learning and assessment is inadequate

The manager has not taken effective steps to raise staff performance. She has yet to introduce one-to-one meetings where staff can discuss their performance and any confidential matters. However, she has plans to do so. Although she has begun to observe staff, to monitor practice more closely, she has not yet given staff feedback on what she has seen. Staff continue to have a poor understanding of how children learn and develop. Any training they have received has not had a significant impact on their understanding and practice. For example, staff have assessed that younger children do not have the skills to pour their own drinks without spilling. Instead of helping them to develop the control to complete this age-appropriate task, staff remove the cups and pour the drinks for the children. Staff invite children to make Christmas decorations. They provide children with little instruction about what they will be doing but are quick to correct what children are doing if it does not match the instructions in the book of crafts they are using. Children are unable to see the book for themselves due to where it is positioned on the table. However, children enjoy playing with the toys that are available. Staff help them to complete puzzles and follow the rules of table football.

Personal development, behaviour and welfare are inadequate

The provider and manager do not assure children's welfare due to the weaknesses in safeguarding practice. However, children are polite and generally well-behaved and tell visitors that they enjoy attending the after-school project. Staff are kind and friendly towards the children. They ensure that there is always drinking water available and plan and provide a range of healthy and nutritious snacks. They follow suitably rigorous procedures to respond to accidents. They obtain written permission from parents before administering any prescribed medication.

Setting details

Unique reference number	141788
Local authority	Milton Keynes
Inspection number	10070648
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 - 7
Total number of places	60
Number of children on roll	80
Name of registered person	St Thomas Aquinas After School Project Committee
Registered person unique reference number	RP517367
Date of previous inspection	10 August 2018
Telephone number	01908 373977

St. Thomas Aquinas After School Project registered 1995. It operates from 7.30am to 8.45am and from 3pm to 6pm during term time, and from 8.30am to 6pm in the school holidays. There are seven members of staff, three of whom hold appropriate early years qualifications at level 3 and one holds an appropriate early years qualification at level 5.

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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