

After School Club Womens Hall

High Street, Billingshurst, West Sussex RH14 9QT



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| Inspection date | 4 December 2018 |
| Previous inspection date | 17 December 2014 |

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

Summary of key findings for parents

This is a provision that requires improvement

- The systems for recruiting prospective staff are not consistently used to check that all staff are suitable to fulfil their role in working with children.
- Large-group activities do not consistently take into account the needs of those children who are quieter, to support them to build confidence.
- Although children are offered daily opportunities to enjoy fresh air and be physically active, the planning of the outdoor area does consistently challenge all children.

It has the following strengths

- The new manager is committed to developing the club and offering high-quality care to all children. She values the feedback from children and parents to help her identify the setting's strengths and areas for improvement.
- Staff plan activities that motivate children and build their concentration. Staff interact positively with children and encourage them to develop their problem-solving skills and independence.
- Children arrive happily and settle quickly. They demonstrate that they feel safe and secure. For instance, children confidently recall the club rules and explain why these are important. They offer their ideas and share their achievements with staff.

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 |
|---|------------|
| ensure that recruitment and vetting procedures for prospective staff are rigorous, to establish their suitability for the role. | 31/12/2018 |

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

- increase opportunities for quieter children to build their confidence in large-group activities
- enhance children's opportunities for outdoor play that is challenging and enjoyable.

Inspection activities

- The inspector had a meeting with the managers. She viewed relevant documentation and reviewed evidence of the suitability of staff working in the provision.
- The inspector spoke to children and staff at appropriate times throughout the inspection.
- The inspector spoke to parents during the inspection, and took account of their views.
- The inspector observed activities indoors and outdoors, and assessed the quality of the interactions between staff and children.
- The inspector visited areas of the premises used by the club.

Inspector

Nicola Edwards

Inspection findings

Effectiveness of leadership and management requires improvement

Safeguarding is effective. All staff have attended up-to-date safeguarding training and have a good understanding of the signs and symptoms that could indicate that a child is at risk of abuse or neglect. They know the steps to take if they have a concern about a child's safety. The processes for recruiting and vetting new staff are not sufficiently robust, and do not consistently ensure the suitability of prospective staff. However, leaders do complete enhanced Disclosure and Barring Service checks on all staff and review their ongoing suitability. The new manager has developed clear systems for staff supervision and team meetings to develop staff performance and offer support and guidance. Staff are offered a wide range of wider training to develop their practice and improve the quality of care offered to children. For instance, the manager has recently completed training in child mental health. She is passionate about supporting children's emotional needs to provide them with the best support possible at the club. Staff ensure that all areas of the club are safe. For example, they complete regular risk assessments and daily opening checks, and practise the fire evacuation process with all children.

Quality of teaching, learning and assessment is good

Staff offer stimulating creative activities that excite children and motivate them to take part. For instance, children develop strong skills of perseverance as they learn to create origami boxes. They are engaged and concentrate well. Children listen carefully to instructions and staff give clear explanations of the steps to take and answer children's questions well. Craft activities are well stocked and children are encouraged to follow their own ideas. Some children choose to decorate Christmas figures to place inside their boxes, while others choose to decorate the boxes with pens and materials. Staff talk highly of the children's achievements and praise them for their efforts. Staff encourage children to independently access their own activities and resources. For example, children who choose to use their imagination enjoy dressing up and playing in the tepee. Some enjoy making paper chains with art materials and others who wish to be active take part in team games outdoors. However, the organisation of the outdoor areas does not maximise the opportunities to challenge all children.

Personal development, behaviour and welfare require improvement

The weaknesses in leadership and management mean that children's safety and well-being are not assured. Despite this, children's behaviour is good and they are happy and relaxed. Staff communicate clear expectations and boundaries to all children. The manager is skilled at swiftly resolving any disagreements and supports children to look for their own solutions to problems. Staff encourage children to develop their self-care skills. For example, all children are encouraged to help tidy up after activities, and help to set the table for mealtimes. However, staff sometimes miss opportunities to support quieter children to build their confidence in large-group activities. The manager has developed strong partnerships with the local community. Children are encouraged to be considerate and learn about the world around them. For instance, they have enjoyed learning to knit squares to create blankets for the homeless. They collect items for harvest festival and take part in carol singing to share favourite songs with the local home for older people.

Setting details

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| Unique reference number | EY446385 |
| Local authority | West Sussex |
| Inspection number | 10083571 |
| 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 | 20 |
| Number of children on roll | 40 |
| Name of registered person | Wakoos Centre4Children Ltd |
| Registered person unique reference number | RP904798 |
| Date of previous inspection | 17 December 2014 |
| Telephone number | 01403 786800 |

After School Club Womens Hall registered in 2012 and is located in Billingshurst, West Sussex. Sessions run from 3pm to 6pm, Monday to Thursday during term time only. The setting also runs a holiday club during the summer. There are six members of staff, two of whom hold relevant childcare qualifications.

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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