

# St Patrick's Out Of School Club



St Patricks Catholic Primary School, George Avenue, Huddersfield, West Yorkshire HD2 2BJ

<b>Inspection date</b>	28 February 2019
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Not applicable	<b>4</b>
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not Applicable	

## Summary of key findings for parents

### This provision is inadequate

- Children are not effectively safeguarded. Systems for determining the suitability of staff and ensuring their continued suitability are weak. Furthermore, records are not consistently maintained where suitability checks have taken place. Some staff are also not aware of child protection issues.
- The provider does not consider and, therefore, have procedures in place to manage risks, such as an unauthorised person entering the unsecured outdoor area. This compromises children's safety.
- New staff have not received induction training to ensure that they fully understand their roles and responsibilities.
- Certain records are not maintained adequately.
- The provider's self-evaluation is weak.

### It has the following strengths

- Children enjoy their time at the friendly and relaxed club. Staff's good-quality interactions help to reinforce skills that are essential for children's future learning as they move through primary school and beyond.
- Relationships between children and staff are very positive. This helps to support children's confidence and emotional well-being. This is also supported, for instance, by staff linking closely with children's Reception teacher, to support children's transitions.
- Children are provided with a good variety of healthy food options. This positively contributes to their physical well-being and understanding of healthy lifestyles.
- Staff effectively help new children to settle in, working very closely with parents. The provider exchanges good-quality information with parents.
- Children show good behaviour. They enjoy linking up during activities, play together amicably and demonstrate positive friendships.

## 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
implement rigorous procedures for the vetting of all individuals likely to have regular contact with children, to establish their suitability for their role	14/03/2019
ensure that staff are aware of the expectation for them to disclose any information before or during their employment that may affect their suitability to work with children	14/03/2019
ensure information about the identity checks and vetting processes completed on all individuals likely to have regular contact with children are consistently recorded, including criminal records disclosure reference numbers, the date of issue and details of who obtained it	14/03/2019
ensure that all staff are trained to gain and maintain a secure knowledge and understanding of the safeguarding policy and procedures	14/03/2019
identify all potential risks to children outdoors and take action to minimise them	14/03/2019
ensure that all staff receive induction training to help them to understand their roles and responsibilities	14/03/2019
keep a record of the name, home address and telephone number of any person employed on the premises.	14/03/2019

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

- improve self-evaluation processes to identify breaches in requirements, areas to improve and strengths of practice.

### Inspection activities

- The inspector observed the indoor and outdoor activities and the interactions between staff and children.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector held a meeting with the provider, who is also the manager of the club. She looked at a range of documentation and evidence of the suitability of staff working in the club.
- The inspector spoke to parents during the inspection and took account of their views.

**Inspector**  
Rachel Ayo

## Inspection findings

### Effectiveness of leadership and management is inadequate

The provider has insufficient systems for checking the quality of the provision, which results in breaches in statutory requirements. Safeguarding is not effective. The provider does not implement adequate systems to ensure the suitability of new staff and ensure that children are protected. She places too much reliance on knowing an individual in some capacity or on the checks undertaken previously by other organisations. Some have been completed more than seven years ago. The provider fails to understand that, despite previous checks, this does not relinquish her responsibility to undertake robust checks to assure herself of staff's suitability. For example, she does not undertake relevant identity checks, consistently ask to see and verify any existing check, or ask pertinent questions to previous employees. The provider does not consistently ask individuals to disclose anything that might affect their suitability before or during their employment. Consequently, procedures for ensuring staff are safe and continue to be suitable to work with children are insufficient. The provider has recently undertaken new Disclosure and Barring Service checks on some existing staff, to update herself on their suitability. New staff cannot sufficiently identify possible signs of abuse or neglect, especially when children may be at risk of harm from extreme behaviours and views. This is because the provider does not implement robust induction processes. This includes a failure to train new staff on the setting's safeguarding policy and procedures. The provider's weak induction processes also have an impact on staff's knowledge of their roles and responsibilities, such as in the event of a fire. Staff do understand that they must report child protection concerns to the provider, who has a very secure knowledge of this subject. However, some staff are unaware of the correct procedure to follow should they have concerns about the provider. The provider maintains most records required for the efficient and safe management of the club. However, she does not keep the details of family members who work at the club.

### Quality of teaching, learning and assessment is good

Staff's qualifications, including the provider's, have a positive impact on their engagement with the children and the quality of activities. The provider works directly in the club as the manager. Consequently, she continually monitors staff's practice and informally feeds back to staff about how they can improve. The provider is currently identifying further areas for staff's continued professional development, particularly those without a qualification. Children enter happily, show good levels of confidence and are clearly at ease in the club. They independently choose from a good variety of accessible toys and are eager to join in. Children show good focus and attention, for example, while building with construction toys. All staff show good levels of interest in what children say and do as they join in their play. This helps to foster children's enjoyment and helps to sustain their engagement. Children thoroughly enjoy playing outside, where they use a variety of equipment. This helps them to develop confidence in their physical skills, such as balancing. Staff complement the experiences children receive at school well.

### Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management mean that children's safety and welfare are

not fully assured. Furthermore, although security measures are effective when children are indoors, this does not extend to outdoors. The provider has not considered how she would respond to an emergency situation, should an unauthorised individual enter through an unsecured gate, which is also out of sight. This puts children at risk of harm. Children are clearly familiar with the daily routine as they confidently enter and readily wash their hands before tea. Children patiently wait their turn to queue up and select what they would like, using tongs to independently help themselves. Tea is a very sociable occasion, where children readily share conversations. Staff are good role models, who teach children to respect and value one another.

## Setting details

<b>Unique reference number</b>	EY541254
<b>Local authority</b>	Kirklees
<b>Inspection number</b>	10090272
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Out-of-school day care
<b>Age range of children</b>	4 - 11
<b>Total number of places</b>	100
<b>Number of children on roll</b>	106
<b>Name of registered person</b>	Crosland, Fiona Teresa
<b>Registered person unique reference number</b>	RP541253
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	07759406545

St Patrick's Out Of School Club registered in 2017 and is located in Huddersfield, West Yorkshire. The club employs seven members of childcare staff. Of these, three hold appropriate early years qualifications; two are at level 3 and the owner of the club, who is also the manager, holds a qualification at level 6. The club currently operates Monday to Friday, from 3.35pm until 6pm. Sessions during the school holidays are not yet operational, but will run from 7am to 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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