

Pathways Before/after School



Heart of England Secondary School, Gipsy Lane, Balsall Common,
COVENTRY CV7 7FW

Inspection date	6 March 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Outstanding	1
		Not applicable	
Effectiveness of leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Not Applicable	

Summary of key findings for parents

This provision is outstanding

- The club benefits from a strong and forward-thinking management team who are wholly supportive of children and staff. They strive to provide exceptionally high-quality care for children that is tailored to meet their individual needs.
- Children develop close relationships with staff and are obviously happy and settled in their care. They chat happily to them and involve them in their games. Staff treat children with respect and kindness and value them as individuals. Staff listen to the children and are genuinely interested in what they have to say.
- The club is totally child centred and activities are wholly based on what children enjoy doing. Children are involved in the planning and their views are sought and valued. Children write ideas for activities in a planning book. Younger children can ask staff to write ideas for them or draw pictures of the resources they would like.
- Training is given top priority. Staff benefit from in-house training that is provided by their own training company. They are encouraged to attend copious amounts of training to continually update their already excellent knowledge and skills. They use what they learn to improve and enhance children's enjoyment. The manager monitors staff practice and provides regular supervision and staff meetings where staff can discuss their practice and exchange ideas.
- Behaviour is exemplary. Children learn the golden rules for behaviour, which include 'have fun', 'listen', 'care for our friends' and 'respect others'. Staff remind children to be respectful of others. Children receive certificates for being the most helpful, for fantastic behaviour, good manners and for being a great friend. This promotes their feeling of self-worth and shows that staff appreciate them and value their attributes.
- Children settle extremely well at the club due to comprehensive settling-in procedures. Staff provide introductory sessions for new children and older children buddy the younger ones so that they have a familiar person to talk to and spend time with.

What the setting needs to do to improve further

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

- implement the proposed plans to provide opportunities for children to rest and relax at the end of the school day.

Inspection activities

- The inspector observed the quality of activities indoors and assessed the impact this has on children's enjoyment.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and provider. She looked at relevant documentation, including children's details and evidence of the suitability of staff working in the setting.
- The inspector spoke to children and some parents during the inspection and took account of their views.

Inspector

Rebecca Johnson

Inspection findings

Effectiveness of leadership and management is outstanding

Safeguarding is effective. Staff provide a safe environment where children feel they can trust staff and talk to them. All staff are trained to a high level in child protection, including wider issues, such as preventing children from being drawn into extreme situations. They can recognise signs that a child may be at risk of harm and understand the procedures to follow to swiftly obtain any help and support that children or their families may need. The manager and staff create an ethos of reflective practice, which parents and children are fully involved in. The manager has identified that there is little opportunity for children to rest or relax at the end of the school day, should they wish to do so. Parents views are sought through questionnaires. Information is shared with parents daily and they are invited to information evenings where staff talk about what children do at the club. Parents are exceptionally happy with the care and support their children receive. They say that staff take special care of their children, offer a fully inclusive approach and are vigilant to supporting their needs. They comment that they only have praise for the quality and professionalism of the leadership and management and that nothing is too much trouble.

Quality of teaching, learning and assessment is outstanding

Children thoroughly enjoy the time they spend in the club. They eagerly rush to take part in activities and become engrossed in what they are doing. Staff know children well. They provide an innovative and exciting range of activities that are appropriate for this type of provision. Children thoroughly enjoy making slime using shaving foam, glue and eye-care solution. They eagerly wait for the activity to start and say that it is their, 'Favourite activity ever'. Children decide to experiment to see what happens if they the add paint before the glue. Staff encourage them to think what might happen and describe the difference in texture that they get when they change the method of making the slime or add glitter to it. Staff work closely with teachers at the school that children attend. They share information and work together to support children and provide consistency of care and learning. For example, when children learn about space in school, staff plan activities to complement learning, such as making unidentified flying objects and painting planets.

Personal development, behaviour and welfare are outstanding

Children eagerly rush into the club and settle quickly with their chosen activity. They are familiar with the routines of the club and chat happily to staff about what they have been doing during the day. This shows that they feel comfortable and secure in their surroundings. One child is chosen each day to carry out a risk assessment and walk around with a member of staff. They check all of the areas that they will use during their time at the club and staff help them to identify any risks. This helps children to begin to take notice of their environment and take responsibility for their own safety. Children develop good physical and coordination skills during a dance session. They hold several ribbons which they swing in time to the music and create the actions to songs, including a favourite one about a baby shark. After the dance activity, staff ask children to feel their heartbeats and talk to them about their hearts beating faster when they have done exercise.

Setting details

Unique reference number	EY537789
Local authority	Solihull
Inspection number	10080017
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Out-of-school day care
Age range of children	4 - 11
Total number of places	40
Number of children on roll	0
Name of registered person	Pathways Nurseries and Childcare Centres Limited
Registered person unique reference number	RP905164
Date of previous inspection	Not applicable
Telephone number	07788 920478

Pathways Before/after School registered in 2016. It is one of six settings owned by a private provider. The setting operates Monday to Friday from 3.20pm until 6pm, term time only. The setting employs three members of staff. Of these, two hold qualifications and level 3 and the manager has a level 4 qualification.

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