

Kool Kats After School Club



Hobbs Hill Wood Primary School, Peascroft Road, HEMEL HEMPSTEAD, Hertfordshire HP3 8ER

Inspection date	25 March 2019
Previous inspection date	23 October 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		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not Applicable	

Summary of key findings for parents

This provision is inadequate

- Safeguarding is not effective. Not all staff follow procedures for the management of mobile phones in the setting, which compromises children's safety.
- Not all staff have gone through an induction to ensure they can carry out their roles and responsibilities to keep children safe.
- Supervision has not been used effectively to identify weaknesses in some staff knowledge and practice, particularly in relation to their knowledge and understanding of child protection matters.
- The quality of staff interactions with younger children is not always good enough. Some staff do not adapt activities well enough to engage children's interests and do not follow younger children's lead.

It has the following strengths

- Some improvements have been made since the last inspection. Staff now gather information from parents and carers, and also from other settings children attend, to make sure they can meet their needs. All children in the early years age range now have a key person who helps them settle in and knows their needs well.
- Staff help children to resolve minor disagreements, reminding them to be kind to their friends and to share toys and activities. This helps children learn to manage their own behaviour.
- Children enjoy their time at the club. They have fun with their friends, and staff encourage them to explore different activities on offer.

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 all staff are able to follow the safeguarding policy and procedures, with particular regard to the use of mobile phones in the setting, to ensure that children's safety is maintained	03/05/2019
ensure that all staff receive induction training to help them understand their roles and responsibilities, with particular regard to safeguarding and child protection matters	03/05/2019
put appropriate arrangements in place for the supervision of all staff who have contact with children and families, to identify and close any gaps in their knowledge and skills.	03/05/2019

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

- improve the quality of staff engagement with younger children to further support their development.

Inspection activities

- The inspector observed the staff and children taking place in activities indoors and outdoors.
- The inspector took part in a joint observation of practice with the manager of the club.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector reviewed feedback provided by parents in order to take account of their views.

Inspector
Naomi Brown

Inspection findings

Effectiveness of leadership and management is inadequate

This is the second time in a row that the out-of-school club has been judged as inadequate. Safeguarding is not effective. Some staff do not follow the setting's child protection policies and procedures in relation to mobile phones, and are not aware of how to report concerns about children in their care. This undermines children's safety. Recruitment procedures are appropriate and staff suitability checks are complete. However, not all staff have gone through a secure induction when they first started. Supervision procedures have not been used effectively to identify gaps in staff knowledge around child protection matters. Managers are keen to improve the quality of the setting. They regularly observe staff practice and have taken some steps to tackle areas of weakness identified at the last inspection. For example, communication with other settings children attend has improved and staff are providing a broader range of activities to support the youngest children who attend.

Quality of teaching, learning and assessment requires improvement

Staff provide a variety of activities to complement children's learning at school, and children are generally well occupied at the club. They enjoy playing with their friends and take part in activities such as building models and other craft activities that encourage their creativity. However, some activities are too adult-directed for the youngest children to become fully engaged. For example, the youngest children are not able to try out their own ideas, such as cutting out their own resources as they make greetings cards. Children enjoy chatting to other children and staff support them to share things that they have done at school or nursery. There are plenty of resources to meet their needs at the club so that children move between activities on offer. They know they can ask for things that have not been put out and this helps them to be confident to make choices about their play. Younger children enjoy playing imaginative games. They build towers of blocks and pretend they are buildings and trees. They enjoy comparing the size of their towers to themselves, and staff encourage them to try and build a tower that is taller than they are. Staff help them to see which tower is the tallest and to predict how many more blocks will make the tower fall over. This supports children's future learning and complements their learning at school.

Personal development, behaviour and welfare are inadequate

Children's safety is not assured because not all staff follow procedures in relation to mobile phones or fully understand their role and responsibility to keep children safe. The key-person system has been put in place since the last inspection. This means that younger children all have an adult they can go to for help and comfort. Food offered to children is nutritious and they eagerly tuck in to warm and cold dishes on offer during sociable mealtimes. Staff are positive role models and show children how to treat each other kindly and respect their toys. Children are able to resolve minor disagreements with their friends and the atmosphere at the club is calm and relaxed. Children learn about healthy lifestyles as staff encourage them to drink water and play outside in the fresh air to promote their well-being. Parents report that they are happy with the care their children receive at the club and they have seen improvements since the last inspection.

Setting details

Unique reference number	EY412469
Local authority	Hertfordshire
Inspection number	10083699
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	3 - 9
Total number of places	65
Number of children on roll	112
Name of registered person	Hart, Margaret Ann
Registered person unique reference number	RP515052
Date of previous inspection	23 October 2018
Telephone number	07875 654069

Kool Kats After School Club registered in 2010. The club employs seven members of childcare staff. Of these, five hold appropriate early years qualifications at level 2 or above. The club opens from 7.45am until 8.45am and from 3pm until 6pm, Monday to Friday, during term time only.

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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