

# Phazers Out of School Club

Brayton Community Centre, Foxhill Lane, Brayton, Selby YO8 9EL



<b>Inspection date</b>	25 March 2019
Previous inspection date	13 August 2015

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Good	<b>4</b> 2
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

- The committee has not provided Ofsted with the necessary information to ensure full suitability checks are completed for all members. Disclosure and Barring Service checks and identity checks are not always completed or recorded correctly to confirm the suitability of all staff working with children.
- Children's welfare is compromised. The manager is not clear about the procedures to follow in the event of an allegation being made against herself or a member of staff. In addition, not all staff have a clear understanding of the signs of possible abuse.
- The provider has failed to sufficiently induct the manager and new staff and the monitoring of staff performance is not rigorous enough. Consequently, staff have a poor knowledge and understanding of the early years foundation stage and of their role and responsibilities.
- The manager does not understand her responsibility to meet all requirements regarding keeping records confidential. Children's safety cannot be assured because staff do not have accurate records of children's attendance.
- Younger children have not been assigned to a designated key person to help ensure that their care is tailored to their individual needs.
- Care practices do not effectively promote good health. Staff do not promote good hygiene during routine activities.
- The continuity of children's care and learning are not effectively promoted as positive partnerships are not consistently in place with the host school.
- Self-evaluation is not sufficiently robust to fully identify and prioritise areas for improvement.

### It has the following strengths

- Children are well behaved. They respond positively to the clear and consistent boundaries staff provide.

## 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 Ofsted is provided with the necessary information to complete full suitability checks for all committee members	22/04/2019
improve knowledge and awareness of child protection issues, with particular regard to the procedures to follow in the event of an allegation being made against a member of staff	22/04/2019
ensure all staff have up-to-date knowledge of safeguarding issues and a clear understanding of the signs and symptoms of abuse or neglect	22/04/2019
develop an effective system to assure the identity checks and vetting processes that have been completed for all staff, ensure information is recorded, such as reference number, the date the Disclosure and Barring Service check was completed and the details of who obtained it	22/04/2019
improve the induction procedure to help ensure all staff, including the manager, has a good understanding of their roles and responsibilities and the early years foundation stage	22/04/2019
create an effective programme of performance management, to identify and act on areas of practice that need improvement	22/04/2019
maintain an accurate record of the names of children being cared for on the premises and their hours of attendance	22/04/2019
establish a secure understanding of how to safely store data so that children and information held about them are protected	22/04/2019
ensure children are assigned to a key person and that their care is tailored to their individual needs	08/04/2019
improve health and hygiene practice, with specific regard to reducing the risk of cross infection	08/04/2019
implement systems to communicate with the teachers of the local school, to share information that supports the planning of activities and complements children's learning and development.	22/04/2019

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

- develop effective systems for self-evaluation and the identification of strengths and weaknesses and put plans in place to swiftly address these so that the provision continually improves.

**Inspection activities**

- The inspector observed the quality of interactions during activities and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection. She completed a joint observation with the club manager.
- The inspector held a meeting with the club manager. She looked at relevant 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 verbal and written views.
- The inspector viewed all areas of the premises used by the children. She discussed the club's self-evaluation and the impact this has on the club.

**Inspector**  
Kerry Holder

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The provider has a poor understanding of the requirements of the early years foundation stage. There are insufficient systems in place for reflecting on the quality of the provision and identifying weaknesses. This results in breaches in statutory requirements. As part of this, the provider fails to provide sufficient induction for staff. Consequently, staff, including the manager, have a poor knowledge of their roles and responsibilities. Some staff's knowledge of the different types of abuse is too weak to ensure children are protected. The manager has a poor understanding about what to do in the event of an allegation being made against herself or member of staff. This poses a significant risk to children's welfare. In addition, the provider and manager have failed to complete thorough vetting procedures for all new staff. They do not ensure some relevant checks are in place before new members of staff start. For example, identity and Disclosure and Barring Service checks are not completed for new staff. Information to ensure the suitability of other staff members is also not recorded correctly. Nonetheless, there is an established staff team in place and the manager has recently offered staff supervision meetings to help staff feel valued. The majority of staff hold appropriate childcare qualifications and the provider offers some further training opportunities, such as first aid and food hygiene. However, the recommendations raised at the last inspection have not been implemented, which indicates a limited capacity to improve. For example, performance management systems are not effective enough to make sure staff receive the support they need to develop and use their skills, so that the impact on children is more positive. Records, such as those for recording accidents, are completed and shared with parents so they are informed of children's care needs. However, staff do not always keep an accurate record of children's attendance. This means staff cannot guarantee children's safety in the event of an emergency. The manager has not ensured that she has a secure understanding of her responsibility to keep records confidential. Nonetheless, staff develop partnerships with parents. Parents comment that staff are approachable and their children have fun attending the club. Staff regularly share information with parents using different strategies, such as emails.

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

Children are mainly confident and motivated throughout their play. Older children and younger children play well together. However, partnerships with the school that children attend are not well established. Staff do not effectively plan activities that provide complementary learning opportunities to support children's development in school. Nevertheless, staff support children to be creative and to freely express their own ideas. For example, they experiment with a variety of different materials, such as paint.

### Personal development, behaviour and welfare are inadequate

Weaknesses in the leadership and management significantly compromise children's health and safety. Parents cannot be assured of the suitability of committee members who are legally charged with making decisions that affect their children. Although children enjoy healthy food, staff do not encourage children to follow adequate health and hygiene practices that reduce the risk of cross-infection and germs from spreading. For instance, staff do not ensure that children follow positive hand washing practices.

Younger children have not been assigned to a designated key person. This affects their ability to settle quickly and benefit from early supportive relationships with staff. Nevertheless, staff provide children with some opportunities to develop their physical skills as they spend time outside in the fresh air.

## Setting details

<b>Unique reference number</b>	EY252303
<b>Local authority</b>	North Yorkshire
<b>Inspection number</b>	10071714
<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>	32
<b>Number of children on roll</b>	65
<b>Name of registered person</b>	Phazers Out of School Club Committee
<b>Registered person unique reference number</b>	RP521186
<b>Date of previous inspection</b>	13 August 2015
<b>Telephone number</b>	01757 211 211 or 07432532899

Phazers Out of School Club registered in 2003. The setting employs five members of childcare staff. Of these, three hold appropriate early years qualifications. The club opens Monday to Friday from 7.30am until 9am and from 3pm until 6pm, during school term time. During school holidays, sessions are from 7.30am until 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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