

Inspection date	9 April 2019
Previous inspection date	31 March 2016

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
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

- A key-person system is not in place to meet children's individual needs. Staff do not have all the information they need to support the youngest children's experiences and emotional needs effectively.
- Staff do not keep a daily record of children's hours of attendance.
- Self-evaluation does not include the views of parents and children. It is not sufficiently robust to identify breaches in requirements and prioritise areas for improvement.
- Staff do not respond to individual children's preferences of where they would like to play. They do not closely review the range of freely available activities and toys to provide enough enjoyable and engaging activities.

It has the following strengths

- Staff's use of intonation in their voice immediately captures children's attention as they read them their favourite stories. Children show good concentration and listening skills during whole-group activities.
- Staff receive ongoing training opportunities and regular supervision meetings. The club director actively supports staff to build on their individual strengths. Recent training has improved staff's knowledge of using specialist equipment to increase children's attention skills.
- Children behave well and quickly begin to understand the clear boundaries of the club. Staff praise children for their achievements and help build their confidence and self-respect.

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 a key-person system to meet the individual needs of children	23/04/2019
keep a daily record of children's hours of attendance.	12/04/2019

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

- implement an effective system for self-evaluation, to include the views of all parents and children to identify and target areas for improvement
- respond positively to children's individual choice of where and what they would like to play with
- review the range and quality of activities and experiences to support children to be engaged and interested.

Inspection activities

- The inspector observed the activities indoors and outdoors and the interactions between staff and children.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the club director.
- The inspector held a meeting with the club director, assistant director and provider. 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 views.

Inspector
Lorraine Pike

Inspection findings

Effectiveness of leadership and management requires improvement

Although staff keep a record of children present, they do not record the hours that children are in attendance. Self-evaluation is not fully effective. It does not successfully identify breaches in requirements or incorporate the views of parents and children. Nevertheless, staff regularly reflect on the provision they provide. The club director demonstrates a positive attitude and ability to improve. Safeguarding is effective. The club director and staff are aware of the procedures for identifying and responding to any concerns about a child's welfare. Staff deploy themselves well to ensure that children always remain within sight. Parents are impressed with the security measures that the club implements.

Quality of teaching, learning and assessment requires improvement

Staff do not always review the range of activities and experiences available to children to provide them with enough enjoyable and engaging experiences. For example, children choose to play with a doll's house. However, staff do not make the accessories available. This limits children's imagination and they sit unnoticed for long periods of time, opening and closing the windows to the doll's house. In addition, staff do not always respond to children's individual choice of play. For instance, when children ask to play with toy fairies, staff do not provide these for them and say that they have to play outdoors first. Children respond well to staff's use of questioning. This motivates them to talk about what they are looking forward to doing during the Easter weekend. Children participate in craft activities. They work out how to distribute the glitter evenly over the glue by shaking the paper.

Personal development, behaviour and welfare require improvement

Staff gather some basic information from most parents about children's interests and welfare. However, they have not explored further ways to obtain this information from all parents. The absence of a key-person system means that staff do not build early secure relationships with children and their parents. Most staff support children to be independent individuals. For example, they encourage them to have a go at putting on their coat prior to playing outdoors. Children who are new to the club copy the actions of other children who have previously attended. This helps them to understand the expectations, such as clearing away their plates when they have finished eating their healthy snack. The indoor and outdoor environment help children to develop physical skills and assess their own risks. For instance, they run at speed, searching for small toy ducks that staff hide. Gentle reminders from staff support children to be careful as they climb apparatus in the wet weather.

Setting details

Unique reference number	EY477721
Local authority	Hertfordshire
Inspection number	10075977
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 - 12
Total number of places	32
Number of children on roll	302
Name of registered person	Club Excel Lesuire Ltd
Registered person unique reference number	RP530522
Date of previous inspection	31 March 2016
Telephone number	01923469475

Club Excel registered in 2014 and is located in Borehamwood. It is one of four provisions operated by the provider. The club employs 46 members of childcare staff. Of these, six hold appropriate qualifications at level 5 or above. The club opens Monday to Friday, during the Easter and summer holidays, from 8.30am until 5.30pm.

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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