

The Robins Nest Out of School



Carr Green Cp School, Carr Green Lane, BRIGHOUSE, West Yorkshire HD6 3LT

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| Inspection date | 10 April 2019 |
| Previous inspection date | 21 March 2016 |

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|---|-------------------------|-------------------|----------|
| | Previous inspection: | Good | 2 |
| 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

- The arrangements for safeguarding, including recruitment, are ineffective. The systems to check all staff are suitable to work with children are poor. Recruited staff have started without proof of having Disclosure and Barring Service (DBS) checks carried out on them. This puts children's welfare at risk.
- Staff do not understand the safeguarding policy and they do not have an up-to-date knowledge of safeguarding procedures. Staff do not understand wider safeguarding issues such as protecting children from the risk of extreme views and ideology. This compromises children's well-being.
- All staff do not have a secure understanding of how to manage and minimise risks to children. This compromises children's safety.
- The provider does not make all relevant records accessible and available for inspection, as required.
- The provider has failed to notify Ofsted of a change in manager and liaise with the local authority on safeguarding matters. Self-evaluation is not sufficiently robust to identify breaches in requirements and prioritise areas for improvement.
- There are occasions when the purpose of activities is not clear enough to ensure that children maintain the highest level of motivation and interest.

It has the following strengths

- Children show that they enjoy attending the club. They confidently talk about their play and make independent choices of what they would like to play with.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

| | Due date |
|---|------------|
| ensure that appropriate suitability checks are completed for all staff, including Disclosure and Barring Service (DBS) checks | 01/05/2019 |
| ensure that individuals whose suitability has not been fully checked, including through a Disclosure and Barring Service (DBS) check, do not have unsupervised access to children | 01/05/2019 |
| ensure that the lead practitioner for safeguarding has attended an appropriate child protection training course and has sufficient knowledge to allow them to fulfil the responsibilities associated with the role | 01/05/2019 |
| ensure that all staff, including those in managerial positions, are trained and supported to understand safeguarding policy and have up-to-date knowledge of safeguarding issues, including the 'Prevent' duty guidance for England and Wales 2015, to enable them to respond appropriately to signs that children may be at risk of harm | 01/05/2019 |
| implement procedures for the induction and supervision of staff, providing support, coaching and training to improve knowledge, understanding and practice | 01/05/2019 |
| improve the organisation of records to ensure that they are accessible and available at all times for inspection | 01/05/2019 |
| develop understanding of the requirements to notify Ofsted of significant events and changes to the management of the setting. | 01/05/2019 |

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

- develop self-evaluation systems to identify areas to further improve teaching and outcomes for children and include the views of parents and children
- sharpen planning so that activities have a clear purpose and help to promote children's deepest involvement.

Inspection activities

- The inspector had a tour of the setting with the manager.
- The inspector observed the quality of teaching during activities indoors and outdoors. She assessed the impact this has on children's learning.
- The inspector spoke with children during the inspection and took account of the views of parents through written feedback provided.
- The inspector held a meeting with the provider and the manager. She looked at relevant documentation.
- The inspector spoke with staff during the inspection. She completed a joint observation of an activity with the deputy manager.

Inspector

Julie Dent

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Staff do not have a secure understanding of safeguarding issues. They do not know how to recognise signs of abuse or how to report any concerns to external agencies. In addition, they do not know how to recognise if a child is at risk from extreme views and ideas. The provider fails to follow robust recruitment procedures and ensure all staff hold current DBS checks. This does not ensure the welfare of children as staff who have not had DBS checks have unsupervised access to them. The provider does not rigorously record information she gathers about the vetting of new practitioners. The system for the supervision of managers and staff does not identify their strengths and weaknesses. As a result, plans for their ongoing professional development and training are not effective. The provider has not ensured that the new manager understands her roles and responsibilities fully, in particular in ensuring all staff understand child protection issues. This has a significant impact on children's safety. However, the new staff team are keen to develop the setting and are actively seeking the views of parents.

Quality of teaching, learning and assessment is good

Children enjoy a wide variety of experiences that complement their learning in school. For example, they draw pictures that relate to their favourite stories and enjoy ball games. Staff follow children's interests and engage them in discussion. The environment is organised to help children make choices in their play. Children demonstrate that they enjoy using their senses. They use their hands to explore the sensation of dried cereal mixed with chocolate in shallow bowls as they make Easter nests. Children enjoy imaginative activities, for example, they make up stories using puppets.

Personal development, behaviour and welfare are inadequate

Significant weaknesses in leadership and management mean that the provider is unable to safeguard children from significant harm. However, children play safely at the club because practitioners adhere to health and safety procedures. For example, they make daily checks of the indoor and outdoor areas before children arrive. Children's personal and social development is promoted more effectively. When they start the club, children and parents are well supported. The nurturing staff help children to settle quickly and encourage them to become confident explorers. Children are provided with a healthy range of food that helps to promote their health. Staff use clear methods that help children to understand the expectations of the club. All children behave well and older children are positive role models for younger children. Supervised daily access in the outdoor area helps children to be physically active in the fresh air.

Setting details

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| Unique reference number | EY412709 |
| Local authority | Calderdale |
| Inspection number | 10074522 |
| 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 - 11 |
| Total number of places | 32 |
| Number of children on roll | 60 |
| Name of registered person | Robinson, Angela Marie |
| Registered person unique reference number | RP514716 |
| Date of previous inspection | 21 March 2016 |
| Telephone number | 0148 471 5969 |

The Robins Nest Out of School registered in 2010. It is open each weekday from 7.30am to 9am and from 3pm to 6pm during term time. The club employs two members of staff. Of these, one holds an appropriate qualification at level 3.

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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