

Mickeys After School Club



c/o St Michael's CE Primary School, Marston Road, Oxford, Oxfordshire
OX3 0EJ

Inspection date	29 April 2019
Previous inspection date	2 March 2015

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		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 failed to ensure staff have sufficient support so that children's safety is not compromised. Furthermore, staff do not receive effective supervision, coaching and training to fulfil their roles and responsibilities.
- Some staff lack knowledge and understanding of the indicators of abuse and the referral procedures for safeguarding. This compromises children's safety.
- Staff are not deployed effectively to meet the safety and well-being of the children. For example, staff who are trained in paediatric first aid are not always with the children. This means that when staff and children are not all together a paediatric first aider is not always available to respond to emergencies quickly, which puts children at risk.
- Not all staff manage children's behaviour appropriately. For example, they embarrass children in front of their friends by raising their voices to state that their behaviour is making them angry.
- The committee does not ensure staff implement a key-person approach to meet and support children's needs more effectively. The committee does not reflect purposefully on the provision and has failed to ensure all requirements are met.

It has the following strengths

- Staff provide children with a nutritious snack and daily activities that offer fresh air and exercise.
- Parents comment that they are happy with the club and state that their children enjoy their time there.

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 staff are deployed effectively and that children are supervised at all times to meet their individual needs and keep them safe	28/05/2019
ensure staff receive effective support, coaching and training to fulfil their roles and responsibilities	28/05/2019
ensure all staff know how to identify possible signs that a child may be at risk of harm and understand how to implement the club's safeguarding policy and procedures in the event of a concern about a child's welfare	28/05/2019
ensure there are sufficient staff who hold a current paediatric first-aid certificate to be deployed and respond quickly in the event of an emergency	28/05/2019
ensure staff understand how to implement appropriate behaviour management strategies for all children	28/05/2019
ensure that the key-person approach is maintained and is managed effectively.	28/05/2019

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

- develop self-evaluation to identify any weaknesses, including any breaches of requirements, and take action to improve the quality of the club.

Inspection activities

- The inspector observed activities and learning experiences available to children.
- The inspector observed interactions between children and staff and spoke to children.
- The inspector asked staff questions about their work and spoke to the deputy manager about her role.
- The inspector spoke to parents available about their views and opinions of the provision and considered these.

Inspector
Tracy Bartholomew

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Some staff have a poor understanding of the indicators of abuse, in particular those that relate to the 'Prevent' duty. In addition, some staff are not confident of the referral procedures to follow in the event of a child protection concern. This puts children at risk of harm. Although there are sufficient staff on duty, they are not deployed effectively to meet children's needs. For example, staff do not know where the club's children are at times, when they are sharing the grounds with the school-run activity clubs. This leads to large numbers of children and other adults, such as parents of school children, in the same area. Often one staff member is left alone with the children playing in different areas, such as the adventure playground and on the field. This jeopardises children's safety. The committee does not reflect on the provision purposefully to ensure that the club is fulfilling its duties of the early years foundation stage. Furthermore, staff are not provided with appropriate supervision and appraisals to help them develop their knowledge and skills. Staff do not listen appropriately to the leader of the club. This means they do not always understand their duties and do not follow instructions. This results in children not being supervised effectively and a paediatric first aider not being readily available to respond in an emergency. Staff working at the club have suitable relationships with teachers at the school, and together they share appropriate information about the children.

Quality of teaching, learning and assessment is inadequate

Breaches of the statutory requirements have a significant impact on children's enjoyment at the club. For example, staff are not sufficiently deployed to meet children's individual needs. In addition, staff do not operate a key-person approach and some do not engage appropriately with the children. For example, some staff spend time talking to parents and children who are not at the club. This results in children walking away from staff when they have asked staff to play or help. As a result, not all staff support children's interest or complement their ongoing learning and development from school. Despite this, children comment that they enjoy playing on the adventure playground and with their friends. These activities help to support learning that takes place in school, such as social and physical skills. Staff have a variety of resources available for the children to explore, such as board games, construction resources and books.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management and safeguarding practice compromise children's welfare. Children are reminded about the importance of good hygiene and manage their personal needs. Staff encourage children to be independent and support them to develop a sense of responsibility, including clearing away their plates and cups after eating. Children demonstrate friendly behaviour to each other and mix well. For example, at the inspection, older children played games with the younger ones, such as ball games.

Setting details

Unique reference number	EY229746
Local authority	Oxfordshire
Inspection number	10060858
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Out-of-school day care
Age range of children	4 - 11
Total number of places	24
Number of children on roll	78
Name of registered person	Mickeys After School Club Committee
Registered person unique reference number	RP907568
Date of previous inspection	2 March 2015
Telephone number	01865 241476

Mickeys After School Club registered in 2002 and operates from St Michael's Church of England Primary School in Marston, Oxford. The club opens on weekdays from 3.15pm to 5.45pm, during school term times. Four part-time staff work with the children, three of whom hold appropriate early years qualifications.

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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