

Springfields Kids Club

Eccleshall Community Centre, Shaws Lane, Eccleshall, Staffordshire ST21 6AU



Inspection date	10 May 2019
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
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		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- Risk assessment is weak. Staff do not make effective risk assessments when they take children on outings. This puts children at risk.
- Staff deployment is poor. The provider does not ensure sufficient numbers of staff are always available to meet the needs of children. This hinders the progress that children make, including those with special educational needs and/or disabilities (SEND).
- Children's good health is not supported consistently well. Some hygiene practice is poor and staff do not provide children with healthy food choices at snack time.
- Staff do not use appropriate strategies to help children learn to manage their feelings and behaviour. The organisation of some routines is not effective. Children are not consistently engaged in play and learning.
- The monitoring of staff practices is weak and staff do not receive adequate support to ensure that they have the skills to fulfil their roles.
- The key-person system is ineffective. Staff fail to meet the individual needs of all children and do not keep all parents informed of their child's learning. They do not plan well for each child's learning. They do not work with parents and other settings children have attended to establish their starting points.
- Self-evaluation is ineffective. The provider does not ensure all requirements are met.

It has the following strengths

- Staff provide children with regular opportunities to play outdoors.

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 effective risk assessment and identify the steps that must be taken to keep children safe on outings	02/06/2019
ensure staff ratios are met at all times and that staff are deployed effectively to meet the needs of all children, including those with SEND	02/06/2019
ensure that staff promote the good health and hygiene needs of all children attending the setting	02/06/2019
improve behaviour management strategies to help children learn about what is expected of them and help each child build a positive view of themselves	10/08/2019
organise all routines to meet children's needs and interests well	10/08/2019
implement effective arrangements for the monitoring, support and coaching for staff, to identify and act on weaknesses in practice, to improve the quality of teaching and learning	10/08/2019
ensure that each child benefits from a consistent key person to provide them with a settled and secure relationship, to plan effectively for each child's learning, and to liaise successfully with all parents and previous providers from the outset.	10/08/2019

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

- make effective use of self-evaluation to ensure that weaknesses in practice and breaches of requirements are quickly identified and acted upon to improve the quality of provision for children.

Inspection activities

- The inspector observed teaching practices and the impact these have on children's learning. She carried out a joint evaluation of the teaching and learning with the deputy manager.
- The inspector held discussions with the manager, staff, children and parents.
- The inspector read some of the setting's documentation, including the safeguarding policy and procedures.
- The inspector sampled children's development information and records and took account of parents' views.
- We carried out this inspection as a result of a risk assessment, following information we received about this provider.

Inspector

Anne Clift

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Staff do not make careful risk assessments when they take children on outings. They fail to identify all necessary steps to remove and minimise hazards to children. Due to poor staffing arrangements, staff walk all children to the nearby school for the purpose of taking and collecting older children. This exposes younger children to unnecessary risks, due to the higher levels of traffic at these times. In addition, staff do not know how many children they have when they leave the building. The provider does not ensure that sufficient numbers of staff are always available to work directly with children. When staff have their lunch breaks, only two members of staff are left working with 18 children. This is a breach of the requirements and compromises children's learning and safety. The manager and staff have a suitable understanding of the procedures to report any child protection concerns, including those relating to another member of staff. They understand aspects of staff conduct, including not smoking on the premises and ensuring no unauthorised person can gain access to their part of the building. A suitable mobile phone policy is implemented and staff only use the setting's dedicated mobile phone to make any necessary calls. Partnerships with parents are poor. Staff do not keep parents informed about changes to their child's key person and some children do not have a key person allocated to them. This means that there is no member of staff responsible for planning their learning and parents are not kept informed about their child's development. Staff do not take the time to work with parents when children first start with them to get to know new children and help build relationships. They do not liaise with other settings children have previously attended to exchange information. This means that staff know very little about children when they first start and cannot plan for their learning. Staff receive some training. However, this does not have a positive impact on the quality of their practices. The monitoring of teaching, children's learning experiences and the progress they make is ineffective. The manager does not identify or address weaknesses in teaching and practices. Self-evaluation is weak.

Quality of teaching, learning and assessment is inadequate

Staff do very little to plan for children's learning. Weaknesses in staffing arrangements and the key-person system mean that staff do not plan effectively for children's individual needs. This means that activities are not matched to children's stage of development or interests to help them to achieve success in their next stage of learning. During group times, staff do not consider how to adapt activities for children at different stages of development and those with SEND. Consequently, many children quickly lose interest and are not motivated to learn. Staff do not prioritise children's learning and frequently keep them waiting unnecessarily due to poor organisation of some routines. Children become bored and restless. This means that children's play is not enhanced and this has a negative impact on their learning experiences and the progress they make.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management compromise children's safety and well-being. Children's health is not prioritised. Some hygiene routines are not effective. Children share the same dirty towel to dry their hands. This compromises their health.

Staff do not encourage children to make healthy food choices and they offer them sugary cereals to eat at snack time. However, staff help children to gain their independence and manage their personal needs. Staff appropriately supervise children who are using the toilets and offer help when it is required. Children generally behave well. However, staff do not use effective strategies to help them to learn about what is expected of them. This does not help children to gain a positive sense of themselves.

Outcomes for children are inadequate

Inadequate staffing arrangements have a negative impact on the progress that children make. Not all children are prepared for the next steps in their learning and starting school. However, children enjoy opportunities to use their imaginations, such as recreating familiar experiences. Children pretend to prepare meals in the role-play areas. They develop some counting and number recognition skills.

Setting details

Unique reference number	EY550379
Local authority	Staffordshire
Inspection number	10104960
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	3 - 11
Total number of places	24
Number of children on roll	50
Name of registered person	Springfields Day Nursery Ltd
Registered person unique reference number	RP550377
Date of previous inspection	Not applicable
Telephone number	01785 851710

Springfields Kids Club registered in 2017. It operates Monday to Friday from 8.30am to 6pm all year, except for bank holidays. The club employs three members of staff, all of whom hold relevant early years qualifications at level 3. It receives funding to provide free early years education to three- and four-year-old children.

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