

Hamstead After School Kids Club



Hamstead Infant School, Tanhouse Avenue, Great Barr, Birmingham B43 5AS

Inspection date	6 June 2019
Previous inspection date	20 August 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	Requires improvement 3
Personal development, behaviour and welfare	Inadequate 4
Outcomes for children	Not Applicable

Summary of key findings for parents

This provision is inadequate

- The provider has failed to notify Ofsted of new committee members. They have also neglected to ensure that all new committee members submit information required by Ofsted to complete relevant suitability checks in a timely way.
- The provider does not have effective systems in place to check the ongoing suitability of all managers and staff working in the club.
- Staff do not have a clear enough understanding of all their roles. They do not benefit from continuous supervision or enough training to keep all of their skills up to date.
- Staff's safeguarding knowledge is not good enough. This specifically refers to their understanding of wider child protection issues, such as radicalisation.
- Staff's interactions with children are variable and the range of activities available is not broad enough. Children do not always make the most of their time at the club.
- Staff do not consistently encourage parents to contribute what they know about their children and get highly involved in the club.
- Managers do not rigorously monitor and evaluate the quality of the club to help tackle all weaknesses and continually improve.

It has the following strengths

- Staff encourage children to visit the setting before they start and they complete an 'All about me' form. Staff meet children's care needs and try to integrate them into the club. Children settle quickly. Overall, they are content and happy at the setting.
- The premises is safe and secure. The environment is clean and tidy. Staff complete daily safety and cleaning checks. Staff also ensure they supervise children closely at all times. This helps to reduce the risk of some hazards.

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 all new committee members submit the information required by Ofsted to complete relevant suitability checks in a timely way	28/06/2019
ensure that effective systems are in place to check the ongoing suitability of all managers and staff	28/06/2019
improve staff's safeguarding knowledge, specifically around wider child protection issues, such as the risk of radicalisation or exposure to extreme practices	28/06/2019
improve staff supervision, support and training so they gain a good level of knowledge about all of their key roles and responsibilities	02/09/2019
improve staff interaction with the children and provide children with a broader range of rich and imaginative activities to help them make the most of their time at the club.	02/09/2019

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

- extend parent partnership and provide further opportunities for them to contribute what they know about their children and get more involved in the club
- make more effective use of monitoring and self-evaluation to identify and address all weaknesses and help improve overall practice.

Inspection activities

- The inspector observed the quality of staff's interactions with the children during activities outside.
- The inspector spoke to staff and the head of the club committee. She also held a meeting with the out-of-school club manager.
- The inspector looked at relevant documentation, records and policies. She checked evidence of the suitability of the committee members and staff working in the out-of-school club.
- The inspector spoke to children and parents during the inspection and took account of their views.

Inspector
Josephine Heath

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The provider has failed to notify Ofsted of changes to the club committee as they did not fully understand the requirement to do so. They have failed to ensure all new committee members promptly submit the necessary information required by Ofsted to complete their suitability checks. This means not all committee members are known to Ofsted and, therefore, subject to appropriate vetting for the position. Although the provider checks the suitability of all staff on recruitment, they do not have systems in place to ascertain whether they are continually suitable for the role during their employment. Furthermore, despite the fact that managers have a sound understanding of child protection issues the same does not apply to all staff. This is because managers have failed to ensure staff's safeguarding knowledge is up to date. This is specifically with regard to wider issues, such as the risk of children and their families being radicalised or exposed to extremist practices. This potentially puts children at risk of harm. Staff do not have a good enough understanding of all their key responsibilities. Managers do not supervise staff effectively enough or ensure they benefit from the training and support they need to upskill and develop their practice. They do not make effective use of monitoring and self-evaluation. Therefore, they have failed to identify and take action to address all weaknesses to continually improve practice and maintain good standards.

Quality of teaching, learning and assessment requires improvement

Overall, managers and staff know children well. They observe their interests and aspects of their development. However, they do not make the best use of what they know to provide a broad range of activities that captivate children's imaginations and help to continually extend their learning. Occasionally, children struggle to choose something to do. They are not always highly motivated to join in with the activities on offer as the choice is too limited. Nevertheless, staff provide some activities that help to promote different aspects of children's development. For example, children like creative activities where they can make things out of the materials provided. Children also have fun with water. They like filling, emptying and pouring with a variety of containers and also using wet paintbrushes to make marks on the floor. However, at times staff's interactions with the children are not good enough. This is because they step back and assume a more supervisory role rather than taking an active part in children's play. Partnership working with the host school is sound. Two-way information is shared about children's care and development. This helps foster some continuity. Partnerships with parents are established and overall, they comment that they are happy with the service provided. However, there is scope to further develop relationships with parents to foster better continuity between the club and home.

Personal development, behaviour and welfare are inadequate

Overall, due to weaknesses in leadership and management and safeguarding practice children's safety and welfare cannot be fully assured. Nevertheless, staff promote children's physical well-being in some ways. For example, staff provide children with healthy snacks and meals. They talk to them about the importance of making healthy choices. Staff also foster physical activity and exercise. Children enjoy negotiating

climbing apparatus, having races using space hoppers and playing with bats and balls. Children are fairly confident and independent. They are familiar with the club routines and they accept the responsibility of small tasks, such as taking care of their belongings. Staff promote the club rules and help to remind children what is expected. Children respond to adults when directed, they get along well with others and generally behave well. Staff promote acceptance in the club. They find out about children's different religions and cultures and help them to learn more about them.

Setting details

Unique reference number	268327
Local authority	Sandwell
Inspection number	10071884
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	40
Number of children on roll	67
Name of registered person	Hamstead After School Club Committee
Registered person unique reference number	RP911100
Date of previous inspection	20 August 2015
Telephone number	0121 357 8397

Hamstead After School Kids Club registered in 2003 and is located at Hamstead Infant School in Great Barr, Birmingham. The out-of-school club employs eight members of childcare staff. Of these, five hold appropriate early years qualifications at level 3. The out-of-school club operates all year round. Sessions are available Monday to Friday from 7.30am until 8.45am and from 3.15pm until 6pm during term time, and 9am until 5pm in the school holidays.

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