

Gerrards Cross After School Club

Gerrards Cross Youth Centre, East Common, Gerrards Cross,
Buckinghamshire SL9 7AD



| | |
|--------------------------|------------------|
| Inspection date | 19 June 2019 |
| Previous inspection date | 27 November 2018 |

| The quality and standards of the early years provision | This inspection: | Inadequate | 4 |
|--|----------------------|----------------------|---|
| | Previous inspection: | Requires improvement | 3 |
| 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

- Children's safety is significantly compromised. The provider, who is also the manager, does not have adequate arrangements in place for the induction and supervision of staff. Not all staff have a clear understanding of their roles and responsibilities, in order to keep children safe.
- The provider does not ensure that all staff have a good understanding of safeguarding matters and procedures. She has not provided staff with adequate training to understand all of the indicators of potential harm to children, such as preventing children from being exposed to extreme behaviours and views.
- Not all required documentation is in place. The safeguarding procedures do not include the actions to take should staff have a concern about the welfare of a child, the use of mobile phones and cameras or the procedures to follow should staff have concerns about the conduct of another member of staff working at the setting.
- The procedures and risk assessments for outings are not always sufficient, in particular when collecting children from school.
- Although the provider evaluates the provision and identifies areas for improvement, she does not act on these quickly enough to ensure there are no breaches in requirements.

It has the following strengths

- Staff form firm partnerships with other professionals. They exchange information with teachers, which helps them to complement children's learning at school.
- Children comment that they really enjoy their time at the club. They say they enjoy the activities staff provide and spending time with staff and their friends.

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 |
|--|------------|
| develop effective systems for the induction and supervision of staff, to ensure they understand their roles and responsibilities, in order to keep children safe | 09/07/2019 |
| train all staff to ensure they understand and implement all policies and procedures, including their responsibilities to recognise and respond appropriately to any concerns about the conduct of another member of staff and all the signs of possible abuse, taking appropriate action to keep children safe | 09/07/2019 |
| ensure that safeguarding policies and procedures include guidance on the procedures to follow should staff have a concern about the welfare of a child, the use of mobile phones and cameras and the action to take should an allegation be made against a member of staff | 09/07/2019 |
| improve procedures and risk assessments for outings, in particular when collecting children from school. | 09/07/2019 |

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

- use self-evaluation effectively to identify and address weaknesses in practice swiftly.

Inspection activities

- The inspector viewed the areas of the club used by children.
- The inspector observed the interactions between the staff and children, and considered the impact on children.
- The inspector viewed records and documents provided by the provider, including staff suitability checks and qualifications.
- The inspector took into account the views of parents spoken to on the day.

Inspector
Jane Franks

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The induction and ongoing supervision of staff is poor. The provider does not provide sufficient support to help staff understand their role and responsibilities to promote children's safety and welfare. Systems to ensure all staff have an up-to-date knowledge of current safeguarding procedures are weak. Although staff have accessed some safeguarding training, they do not know how to assess and address risks to children being drawn into radicalisation. They do not fully understand the procedures to follow if they have a concern about a child or how to report concerns about the conduct of staff who work at the setting. This significantly compromises children's safety. The provider has not finalised and implemented all policies to ensure they are entirely up to date. The safeguarding procedures do not include the appropriate action to follow should staff have a concern about the welfare of a child, the use of mobile phones and cameras or the action to take should an allegation be made against a staff member. Staff conduct regular evacuation practices so that children know what to do in the event of an emergency. However, risk assessments for outings are not always effective. For example, on the day of the inspection, the collection of children from their individual classrooms did not run as smoothly as it could. The provider has started to make some positive changes to the setting. However, she has not addressed all identified areas for improvement. This has an impact on children's safety and well-being.

Quality of teaching, learning and assessment is inadequate

Since the last inspection, staff have attended in-house training and now provide a wider variety of resources for children. They make regular observations of children's enjoyment in their activities and use this knowledge well to plan future experiences that follow their interests. Children's imaginations are developing well. For example, they enjoy creative activities and design their own constructions using a range of resources. The provider and staff interact with children and support their communication and language skills during all activities. They engage children in discussion, for example, about their day at school, and children are eager to share their ideas. Staff observe children's learning and celebrate their achievements. Parents speak very highly of the club. They comment that their children really enjoy the activities staff provide and rarely want to go home at the end of the session.

Personal development, behaviour and welfare are inadequate

The significant weakness in safeguarding arrangements mean that children's welfare cannot be assured. That said, children quickly settle into activities on arrival and enjoy their play. They develop good levels of self-esteem and a sense of ownership of the club. Staff are kind and caring and clearly enjoy being with the children. The effective key-person system helps children build close relationships with staff. The atmosphere in the club is very calm and children of different ages play happily alongside their peers. They play safely, help each other and take responsibility for their own behaviour. Children have daily opportunities to become active and energetic outdoors. They comment they enjoy team activities, such as ball games. Staff are fully aware of children's allergies and dietary requirements and provide a variety of food that children clearly enjoy.

Setting details

| | |
|--|---|
| Unique reference number | EY254436 |
| Local authority | Buckinghamshire |
| Inspection number | 10086945 |
| 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 | 4 - 8 |
| Total number of places | 30 |
| Number of children on roll | 48 |
| Name of registered person | Gerrards Cross After School Club Committee |
| Registered person unique reference number | RP903620 |
| Date of previous inspection | 27 November 2018 |
| Telephone number | 01753 887624 |

Gerrards Cross After School Club started in 1997 and registered with Ofsted in 2001. It operates from a large main room and a smaller room in the Youth Centre, in Gerrards Cross, Buckinghamshire. The breakfast club opens each weekday from 7.40am until 9am, and the after-school club is open each weekday from 3.30pm until 6pm, during term time. The club employs six members of staff, of whom two 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *Complaints procedure: raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: www.ofsted.gov.uk. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: www.ofsted.gov.uk/user.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.ofsted.gov.uk

