

Inspection date	14 August 2019
Previous inspection date	9 April 2019

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Requires improvement	3
Effectiveness of leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Not Applicable	

Summary of key findings for parents

This provision is good

- Since the last inspection, the provider and managers have carefully reflected on their practice and made effective changes. For example, they precisely record the times that children are present on site, and this helps them to closely monitor children's attendance.
- The key-person system is strong. Key persons help children to settle and engage in play. The recently introduced procedure, to gain more information from parents about children's needs and interests, gives key staff a good insight into children's personalities.
- Children have many opportunities to choose from a good range of available resources. For example, they enjoy using real-sized blocks to build walls and houses. At other times, they use dough to pretend to make cakes. Children show a good understanding of number, shape and size.
- Staff spend time sharing stories with children. They give children time to join in and talk about what they see in the pictures. Children also enjoy looking at books independently. They know how to use them to gain information, such as finding out about sea creatures.
- Parents talk positively about the club. They state their children are happy and build good relationships with staff. Parents feel the staff have secure procedures in place that help keep children safe.
- At times, staff do not provide sufficient opportunities for physical play, especially on wet days. This results in some children's play becoming overly boisterous.
- Staff do not always make best use of the inside space. For example, children do not have areas they can use for rest or relaxation in the midst of a highly active day.

What the setting needs to do to improve further

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

- provide more regular opportunities for children to engage in physical play, especially on wet days
- find more effective ways for children to access quiet spaces when they need to rest or to have space to relax.

Inspection activities

- The inspector observed a range of activities and the interactions between staff and children.
- The inspector carried out a joint observation with the early years manager and the company director.
- The inspector looked at a range of documentation, such as safeguarding policies and procedures, registers, staff suitability and self-evaluation information.
- The inspector spoke to a number of parents and took account of their views.

Inspector
Jill Hardaker

Inspection findings

Effectiveness of leadership and management is good

Safeguarding is effective. Managers and staff have a secure understanding of child protection issues and know the procedures to follow should they have any concerns about a child's welfare. Robust risk assessments are in place and are implemented well into practice. This helps to reduce the number of accidents that happen and contributes to children's safety and positive well-being. The provider has effective recruitment and vetting procedures in place. These help to ensure all those who have access to children are safe and suitable. A thorough induction procedure enables new staff to quickly understand their role and responsibilities. Members of staff who return each year also attend the induction day. Managers use these occasions to update them on all policies and procedures and all staff receive in-depth safeguarding training. Staff performance is monitored through regular observations of their practice and discussions with managers. The managers are working hard on finding the best ways to gain the views of parents, children and staff. They understand how this helps to improve the evaluations on the quality of service they provide.

Quality of teaching, learning and assessment is good

Overall, children engage well in both planned activities and self-chosen play. Staff provide children with opportunities to be creative, and children are keen to express their ideas. For example, they enjoy colour mixing with paint. Children confidently describe the process they have worked through to make new colours, such as peach. At other times, children show their vivid imaginations through role play. They work cooperatively together as they make up shows to perform to staff. Children use skills they have learnt at nursery and at school very well. For example, they colour in pictures with precise detail and care. Children proudly show how they can write and spell their first name and surname. Staff use information they gain from parents about children's interests well, such as by providing toys they enjoy. They endeavour to speak to parents at the end of each day to give them feedback on children's play and activities.

Personal development, behaviour and welfare are good

Children are happy and have strong social skills. They readily greet visitors and talk about their experiences at the club and at home. Children are happy to see their friends from nursery and greet each other with hugs. Staff provide a safe and secure environment for children. They work together efficiently. For example, they supervise children closely and support them with their play and activities. Children learn how to develop healthy lifestyles, which includes being active and having a healthy diet. They have many opportunities for physical play, such as climbing and balancing on outside play equipment. They particularly look forward to games and activities on the inflatable obstacle course. Staff provide opportunities for the younger children to see their older siblings who are also on site. For example, they enjoy watching their siblings take part in drama performances.

Setting details

Unique reference number	EY477721
Local authority	Hertfordshire
Inspection number	10103689
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 - 12
Total number of places	200
Number of children on roll	900
Name of registered person	Club Excel Lesuire Ltd
Registered person unique reference number	RP530522
Date of previous inspection	9 April 2019
Telephone number	01923469475

Club Excel registered in 2014 and is one of four provisions operated by the provider. Over the summer, the club has employed 93 members of childcare staff. Of these, 17 hold appropriate qualifications at level 3 or above. This includes 12 members of staff who hold qualified teacher status. The club opens Monday to Friday, from 8.30am until 5.30pm, during the Easter and summer holidays.

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