

Inspection of Pick And Mix Kids

St. Marys Catholic Primary School, Baffam Lane, SELBY, North Yorkshire YO8 9AX

Inspection date:

5 September 2019

**The quality and
standards of early
years provision**

**This
inspection**

Not met (enforcement)

Previous
inspection

Good

What is it like to attend this early years setting?

This provision does not meet requirements

The management team demonstrates a significant weakness in understanding the Early Years and Childcare Register requirements. It has failed to notify Ofsted of the changes made to the nominated individual, provider and manager at the setting. The management team has recruited staff without keeping a written record of the person who obtained the vetting and Disclosure and Barring Service checks. This is a significant breach of their requirements. The management team does not ensure that all staff understand their safeguarding policies. They have a poor knowledge of child protection procedures, and requirements relating to the safe administration of medication. As a result, children's health, safety and well-being are significantly compromised.

The manager and staff provide a stimulating environment for children. They plan a range of activities and equipment which helps to keep children engaged and interested in their play. Staff have high expectations of children's behaviour and model this well through their kind, caring and nurturing approach. Consequently, children demonstrate they feel happy and settled at the club.

What does the early years setting do well and what does it need to do better?

- The management team demonstrates a significant weakness in understanding how to meet the Early Years and Childcare Register requirements. For example, it has failed to notify Ofsted of the changes made to the nominated individual, provider and the manager of the setting. This is a significant breach of requirements and prevents Ofsted from having the up-to-date information about the individuals responsible for the setting.
- The management team does not ensure that all staff have a sufficient understanding of all safeguarding policies and procedures. For example, some staff have a weak understanding of the correct procedures to follow if they have concerns about the welfare of a child or another member of staff. This includes how they would share information confidentially with appropriate agencies.
- Staff do not obtain prior written permission from parents to administer their child's life-saving medications. This puts children's health and well-being at significant risk.
- Staff do not keep an accurate record of the dates and the dose of medication that they have administered to a child. This provides inaccurate information about whether a child has received the correct dose of medication and when this is next due. Children's health and well-being are at significant risk.
- The management team does not keep a written record which includes the name of the person, or company, who obtained the vetting and Disclosure and Barring Service checks for all staff.

- The management team recognises the importance of developing strong relationships with children and their parents. It regularly seeks feedback from parents and children to evaluate the quality of their setting and play equipment. The manager considers their views and implements their suggestions into effective provision plans and activities.
- The manager and staff team provide a welcoming environment for children. They plan a wide range of play equipment and activities according to children's interests. Staff build strong relationships and interact well with children during their play. This helps to keep children engaged and motivated.
- Children enjoy the wide range of healthy snacks staff prepare for them. They benefit from the time they spend outdoors playing with their friends in the fresh air. Children use climbing equipment and join in with sports games and activities. They work well together as a team and celebrate their friends' achievements. Children demonstrate high levels of confidence and self-esteem.

Safeguarding

The arrangements for safeguarding are not effective.

Significant weaknesses in leadership and management compromise the extent to which children are protected from potential harm. Leaders have failed to ensure that staff have a good enough understanding of child protection procedures to ensure children's safety. In addition, vetting records are not completed in line with requirements, to ensure the suitability of staff working at the club. In addition, leaders do not recognise the importance of keeping Ofsted up to date with changes to the people responsible for the setting.

What does the setting need to do to improve?

The provision is not meeting requirements and Ofsted intends to take enforcement action.

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
ensure Ofsted is kept up to date with any changes made to the nominated individual, provider and the manager of the setting	09/10/2019
ensure all staff have an up-to-date knowledge of safeguarding issues so that they are fully aware of the correct action to take if they have any concerns about a child or another member of staff	09/10/2019

obtain prior written permission from parents to administer medication to a child	09/10/2019
ensure that staff keep a clear record of the dates and the dose of medication administered to a child	09/10/2019
keep a written record which includes the name of the person who obtained the vetting and Disclosure and Barring Service checks for staff	09/10/2019
ensure that leaders and managers improve their knowledge of the Early Years and Childcare Register requirements.	09/10/2019

Setting details

Unique reference number	EY418124
Local authority	North Yorkshire
Inspection number	10074638
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 to 11
Total number of places	28
Number of children on roll	99
Name of registered person	Pick and Mix Kids Limited
Registered person unique reference number	RP530202
Telephone number	07976785228
Date of previous inspection	8 February 2016

Information about this early years setting

Pick And Mix Kids registered in 2011. The out-of-school club operates from rooms within St Mary's Catholic Primary School. It opens Monday to Friday from 7.30am to 9am and from 3pm to 6pm, during term time only. The club employs six members of staff. The manager holds an appropriate childcare qualification at level 3.

Information about this inspection

Inspector

Jennifer Dove

Inspection activities

- The inspector completed a learning walk with the manager. She discussed how the management team and staff plan the play environment for children.
- The inspector observed staff interactions with children during play.
- The inspector held discussions with and considered the views of staff, children and parents.
- The inspector held discussions with the management team at convenient times during the inspection. She reviewed the self-evaluation procedures in place, staff supervisions and professional development plans.
- The inspector reviewed a sample of policies, procedures and other records regarding health and safety.

We carried out this inspection 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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