

Inspection of Beeches Kids and Training

Perry Beeches School, 256 Beeches Road, Birmingham B42 2PY

Inspection date:

17 December 2019

The quality and standards of early years provision

This inspection

Not met (with actions)

Previous inspection

Good

What is it like to attend this early years setting?

This provision does not meet requirements

The provider and manager do not have a good enough overview of the setting, to ensure that all staff are confident within all areas of their role. The arrangement for the supervision of staff is not effective in identifying staff's weaknesses. Some staff do not have a secure safeguarding knowledge. That said, the provider knows his responsibilities and is beginning to implement more rigorous procedures, to improve the organisation of the club. Managers and staff complete risk assessments of all areas in use. Staff conduct daily opening checks to ensure the resources and equipment are suitable. However, staff have not yet identified any risk associated with children playing on the school field. That said, children are supervised well during their time at the club. Children arrive at club happy and confident. They settle quickly to a range of activities. Children play imaginatively with their friends and chat happily away. They enjoy drawing pictures and making Christmas decorations. All children engage in activities that hold their interest. Staff give children choices about what they would like to do. They provide daily physical activities to help children to let off steam after a busy day at school. Children behave well and are considerate to their friends. They show respect for others and listen well to each other's views and opinions.

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

- The provider ensures that new staff undergo safer recruitment checks. A more detailed induction programme has recently been introduced. However, this has not yet been implemented effectively. Consequently, induction processes are not always thorough enough, to ensure new staff gain the required knowledge quickly.
- Due to the deployment of the leadership team, the manager is not always present in the rooms catering for the youngest children. Although the deputy manager is present and is knowledgeable and confident to take the manager's lead, she is not involved in the supervision arrangements. Therefore, the manager does not have a good enough overview and the supervision arrangements are not consistently effective for all staff. This means that some staff do not have the knowledge and skills they require to fulfil their roles.
- The provider has not ensured that all staff have completed up-to-date safeguarding training. As a result, some staff's knowledge of child protection issues and wider safeguarding concerns, including the 'Prevent' duty, is not strong enough. This does not help to keep children fully protected from different types of harm.
- All staff complete regular checks within the club to minimise risks to children. Staff supervise children well. However, there are times when children use the school field, and the risks to children being able to leave the premises

unsupervised or unauthorised people gaining access have not been fully considered. This does not ensure children are kept safe at all times.

- Children develop good hygiene practices as they know to wash their hands before tea and after going to the toilet. They enjoy hot food which is prepared daily. However, there is scope for the club to provide a more healthy diet to help children to learn about leading a healthy lifestyle. Children have good opportunities to develop their physical skills as they play a range of games, such as 'Simon says' and dodge ball. Children develop their independence as they come into the club and hang their coats and bags up, and make choices about what they want to play with.
- Partnerships with the school and parents are good. Information is regularly shared to ensure suitable communication between the school, club and home. Parents' and children's views are listened to. The club has introduced worry and suggestion boxes, which staff say have been a success with giving children more of a voice and helping them to talk about how they are feeling.
- Staff are positive role models. Their warm interactions help children to settle quickly and to make friends. Children play well together. Younger children join in with older children's games, and they share and take turns effectively. All children behave well, and they fully understand expectations and boundaries.

Safeguarding

The arrangements for safeguarding are not effective.

All staff are suitably vetted for their roles. Most areas of the environment are secure, and during drop-off and collection times there are rigorous procedures in place. However, there are times during outdoor play activities when children are in areas that are not secure, and the provider and manager have not considered all of the risks associated with this. The manager and deputy manager are the designated safeguarding leads. They have attended training and have a clear understanding of their responsibility to identify and manage child protection concerns. However, not all staff have received routine safeguarding training and, despite regular discussions during team meetings, some staff lack knowledge in this area. They are not confident with being alert to issues of concern in a child's life at home or elsewhere. This means children's safety and welfare are not given the highest regard.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
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improve the induction and supervision arrangements for all staff and offer coaching, support and training to help every member of staff gain the required knowledge they need, to fulfil their roles effectively	18/02/2020
ensure all staff are alert to the signs and symptoms of abuse, particularly those relating to the 'Prevent' duty and wider safeguarding concerns, to keep children safe at home and in the setting	18/02/2020
improve the deployment of staff so that the manager has a good overview of the whole setting, to ensure children's safety and welfare are given the highest regard	18/02/2020
ensure when children play outdoors they are safe and unable to leave the premises unsupervised, and that unauthorised persons are prevented from gaining access	18/02/2020
ensure children are provided with meals and snacks that are healthy, balanced and nutritious.	18/02/2020

Setting details

Unique reference number	EY477278
Local authority	Birmingham
Inspection number	10075939
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 to 11
Total number of places	24
Number of children on roll	62
Name of registered person	Beeches Kids and Training Limited
Registered person unique reference number	RP533640
Telephone number	07791630840
Date of previous inspection	22 March 2016

Information about this early years setting

Beeches Kids and Training is privately owned and registered in 2014. The setting employs 11 members of childcare staff. Of these, seven hold appropriate early years qualifications at level 3 and one holds an appropriate qualification at level 6. The setting operates on Monday to Friday during term time only, from 7.30am to 9am and 3.20pm to 6pm.

Information about this inspection

Inspector

Emma McCabe

Inspection activities

- The provider and manager showed the inspector around the areas of the school that the club uses. She talked about the resources and activities provided for children.
- The inspector observed play opportunities for children. She spoke to the manager and staff at appropriate times during the inspection.
- The inspector viewed evidence of the staff's suitability and a range of other documentation, including policies and staff's qualifications.
- The inspector spoke to parents and children and took account of their views.

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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