

Inspection of Kids First Ltd

Chawson CP School, Wych Road, Droitwich, Worcestershire WR9 8BW

Inspection date:

8 January 2020

**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

Recently, the club has experienced a period of management and staffing changes. The majority of staff are well qualified. Staff are supported in their roles by managers, but some are not entirely confident with all aspects of their jobs. That said, managers and staff understand their responsibility to review and minimise risks within the environment. The club is well staffed, according to the number of children attending. However, children are not always supervised well enough. This particularly refers to times when they access the bathrooms used by the club, which are located out of sight and hearing of staff. Although staff are suitably vetted when they first start, managers do not review their ongoing suitability during their employment. This means that managers are unaware if staff's suitability has changed. Overall, this does not help to keep children entirely safe from harm. Nevertheless, the environment is well resourced. Staff observe children's interests and provide activities based on topics. They also seek children's input at each session about what they want to do. Children like playing with small-world vehicles, building models with construction bricks, and drawing and colouring. Staff encourage children to play with one another nicely, including supporting them to take turns and to share resources. Children socialise well with each other and enjoy their time at the club.

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

- The provider has failed to notify Ofsted of a recent change of manager of the out-of-school club. This administrative error means that Ofsted is unaware of the significant change in leadership and is not up to date regarding who is in charge of the provision.
- The provision is secure. However, children are not always well supervised, specifically when accessing the girls' and boys' toilets, which are located out of sight and hearing of the main club space. This is because staff send children without an adult to supervise them as they do not consider this a potential risk.
- Managers have a thorough recruitment process and vet staff when they first start. However, these specific records are not always kept easily available at all times. Furthermore, managers do not review the ongoing suitability of all those working with children, to fully ensure they are continually suitable to do so. This potentially puts children at risk of harm.
- The manager is knowledgeable and passionate about her role. She supervises staff and offers them opportunities to upskill, including safeguarding and first aid. However, staff are not entirely confident in all of their roles. For example, they struggle to understand fully how they promote equality and value diversity in the club. There is room for managers to make more effective use of staff supervision to address this.

- Staff interact with children warmly and get to know them well. They support children to settle in effectively. Children are confident attending. They are keen to spend time in the club.
- Staff promote independence and encourage children to manage their own care needs. Children take care of their own belongings and they make choices about what they want to do or eat.
- Staff provide children with a menu of healthy breakfasts and snacks. They complete activities with them, such as healthy eating collages to help children think about the benefits of eating well. Children also enjoy plenty of outdoor play. For example, they like bouncing on space hoppers and playing ball games. This helps to promote their physical well-being.
- Staff manage children's behaviour really well. Children are highly responsive to staff and listen immediately when asked. They cooperate with the club's routines, such as sitting patiently at registration or lining up to go outside. They are also keen to help with small tasks, such as tidying away.
- Partnership working is established. Staff speak to parents and teachers daily. Managers have recently introduced a newsletter for parents, and they have routine meetings with teachers on site to discuss children's needs. Parents are very happy with the service provided. This helps to promote continuity between the provision, home and the host school that children attend.
- Managers conduct research and seek support from the local authority to help review the quality of the provision. They hold staff meetings and encourage staff to contribute their ideas regarding what they need to enhance. They are currently still in the process of developing practice as a relatively new team, and do aspire to improve further.

Safeguarding

The arrangements for safeguarding are not effective.

The environment is risk assessed indoors and outside. However, access to the children's bathrooms has not been considered carefully enough. Children are not always well supervised when using the girls' and boys' toilets, even though they are not located within sight or hearing of the main club space. Staff are suitably vetted when they first start. However, managers do not review the ongoing suitability of all those working with children as they are unclear about their responsibility to do so. Furthermore, although managers have documentation that helps to support them in running key aspects of the provision, some of these records are not easily available at all times, specifically those relating to recruitment. That said, managers and staff have a sound understanding of child protection issues. They can identify signs of abuse or neglect and know how to tackle any concerns. Nevertheless, overall, weaknesses in safeguarding practice mean that children's safety and welfare are potentially compromised.

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
improve risk assessments and ensure that children are always supervised, specifically when accessing the girls' and boys' toilets	31/01/2020
review the ongoing suitability of all those working with children to fully ensure they are suitable to continue in their roles	31/01/2020
make more effective use of staff supervision to improve staff's confidence and ensure that they have a clear understanding of all of their key responsibilities	28/02/2020
keep all required records easily accessible and available at all times, specifically recruitment information.	31/01/2020

Setting details

Unique reference number	EY282582
Local authority	Worcestershire
Inspection number	10073370
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 12
Total number of places	48
Number of children on roll	122
Name of registered person	Kids First Limited
Registered person unique reference number	RP909066
Telephone number	07917 312035
Date of previous inspection	4 July 2016

Information about this early years setting

Kids First Ltd registered in 2004. The club employs six members of childcare staff. Of these, four hold appropriate early years qualifications at level 3. The club opens Monday to Friday during term time only. Sessions are from 7.30am until 9am and from 3pm until 6pm.

Information about this inspection

Inspector

Josephine Heath

Inspection activities

- The inspector observed the quality of staff's interactions with the children during activities indoors and outside.
- The inspector held a meeting with the out-of-school club manager and also spoke to the deputy manager and staff.
- The inspector looked at relevant documentation, records and policies. She checked evidence of the suitability of all managers 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.

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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