

Inspection of Simply Out Of School Bulford St Leonard's

Bulford St. Leonards Primary School, John French Way, Bulford, Salisbury, Wiltshire
SP4 9HP

Inspection date:

30 January 2020

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

**This
inspection**

Not met (with actions)

Previous
inspection

Not applicable

What is it like to attend this early years setting?

This provision does not meet requirements

Children thoroughly enjoy their time at the club and are keen to attend. They say that they enjoy drawing, colouring and dressing up, in particular. Children show they have formed good relationships with the staff and other children and they play well together. Overall, staff know the children well and provide toys and resources they know the children will enjoy. For example, following on from a topic at school, staff provided some 'Knight' costumes for the children to use imaginatively. Children can make choices in their play and staff encourage them to make a wish list of new toys they may like to have in the club. Recently, children voted for a pool table and football table and now have these, which they use and enjoy.

Children show they feel secure in the club and are confident to ask staff for activities, such as when they want to go outside. Staff respond to these requests and ask who would like to go and have a run around. Other children choose to relax indoors on the beanbags after their day at school. Staff interact well with the children and show interest in what they have to say, which promotes the children's self-confidence. Staff have high expectations of the children, and they are engaged in the activities and their behaviour is good. The provider, who is also the manager, does not undertake thorough induction procedures or appropriate coaching and training for new staff. This leads to some weaknesses in the safeguarding culture of the club.

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

- The manager, who is not on site regularly as she manages a number of clubs across the country, has not ensured that all staff have received an effective induction that includes safeguarding and child protection training. This is a breach of a legal requirement, which may compromise children's welfare.
- The manager does not ensure staff have regular one-to-one meetings that focus on their professional development. Due to her infrequent visits, she is rarely in the club and is unable to monitor the quality of the staff practice accurately. Targets for staff development focus on adhering to routines, and do not consider making ongoing improvements to the quality of provision for the children.
- Staff provide some interesting activities for the children, who are keen to join in. For example, they enjoy making play dough and measuring out the ingredients. They use gloves to mix the mixture, and after some encouragement from staff, use their bare hands. Children concentrate well and spend long periods manipulating the dough into different moulds.
- Staff encourage the children to make healthy choices about their snacks. Children are asked weekly what they would like to have for the following week. Snacks are healthy and nutritious and include fruit, vegetables, carbohydrates

and proteins daily. Children all sit together and eat, and snack times are a very sociable occasion.

- Staff have formed positive links with the host school that all the children attend. Children have regular fresh air and exercise in the school playground, on the field and can use the school hall in bad weather. This helps ensure children have regular physical activity.
- Staff are good role models for the children and are polite and respectful to them and one another. Children play together cooperatively and have formed good friendships. Older and younger children join in the activities together and share the resources. For example, younger children wait for the dressing-up clothes and count how many turns the older children have left until it is their go again.
- Staff have formed positive partnerships with parents. They talk to them at pick-up time about how their children have been and provide information for them in the club, such as snack menus. The manager seeks the views of parents to help her evaluate the effectiveness of the club. However, this is in its early days and although the responses are positive, she has not fully reviewed these to identify clear areas for improvement.

Safeguarding

The arrangements for safeguarding are not effective.

While most staff have a secure understanding of safeguarding children issues, this knowledge has not come from training in this employment. There is some confusion over who the designated safeguarding leads are and those named/identified are not always on-site or available. Staff do not have the information required to hand if they need to report concerns to the relevant agencies. Newer staff have not received child protection training as part of their induction, as is required, and their knowledge is weak. This does not promote a robust safeguarding culture in the club. Nonetheless, recruitment procedures are strong. The manager makes sure thorough checks are completed on staff prior to them starting in the club to check their suitability to work with the children. The premises are safe and secure, and staff monitor parents' entry to the school grounds and check children in and out of the club.

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
ensure all staff receive effective induction that includes training in child protection and safeguarding	28/02/2020

ensure staff receive effective coaching and training that focuses on raising the quality of the provision for the children.	28/02/2020
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Setting details

Unique reference number	2527837
Local authority	Wiltshire
Inspection number	10144027
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	20
Number of children on roll	30
Name of registered person	Matthews, Emma Jayne
Registered person unique reference number	RP561390
Telephone number	01656 372910
Date of previous inspection	Not applicable

Information about this early years setting

Simply Out Of School Bulford St Leonard's was registered in March 2019 and operates from a room in Bulford St Leonard's school, Wiltshire. It is one of nine clubs run by the owner/manager around the country. Children attend from the host school. The club is open five days a week from 3.30pm to 6pm, term time only. Four members of staff work with the children. Of these one has a qualification at level 3, two have a qualification at level 2 and one is unqualified.

Information about this inspection

Inspector

Charlotte Jenkin

Inspection activities

- The inspector met with the manager and viewed some documentation, including recruitment and suitability checks, qualification and training certificates and information displayed for parents.
- The inspector accompanied a member of staff to pick up children from the host school. She spoke to staff and children at appropriate times during the inspection.
- The inspector observed the staff interacting with the children indoors and outdoors.
- The inspector carried out a joint observation of an activity with the play leader and together they evaluated it.

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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