

Inspection of Eastfield Out of School Club

Eastfield Primary School, Eastfield Road, HULL HU4 6DT

Inspection date:

3 March 2020

The quality and standards of early years provision

This inspection

Not met (enforcement)

Previous inspection

Requires improvement

What is it like to attend this early years setting?

This provision does not meet requirements

Children show that they feel happy and content in the club. They are warmly greeted by staff as they are collected safely from their school classrooms. Staff listen to children as they tell them about their day. Staff take messages from school staff, who share information with them about children's particular needs, including when children are feeling unwell. Children have plenty of space to be active, play games, take part in planned activities or to relax after their school day. Staff use their initiative and support children's play in different areas around the room. Children choose what they want to do and clearly have favourite activities. However, the manager does not fully understand what actions she must take to recruit and support new staff to roles in the setting safely and effectively. She is not clear about new data protection guidelines, in particular how she must safely store and retain information that she collects about staff. This means that staff recruitment records are incomplete. Records do not show the steps she has taken during the recruitment process. Consequently, some legal requirements are not being met.

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

- Children play card games with staff and other children. Staff ask younger children questions to encourage their thinking skills. For example, they say, 'It's your turn now, have you got a plus two card. What colour card do you need?'. This helps the youngest children to actively take part in these games and to learn the rules.
- Children are developing key skills which support their learning and development at school. For instance, children ask to read their reading books. Staff listen attentively and take turns modelling reading using expression. This helps to enhance children's enthusiasm for reading.
- Staff challenge children who become boisterous. They remind children of the club rules and their expectations for good behaviour at all times. At the same time, children have freedom to explore, make noise, be active and enjoy the good range of activities on offer.
- Staff listen to children's ideas about what they want to do. For example, children decide to put on a show. Staff develop their ideas asking, 'Shall I be the observer?'. Children eagerly and confidently join in with and cooperate with others as they dance and perform together. Children clap as each child finishes their performance. This demonstrates mutual respect and care for each other, which is recognised by staff.
- The large indoor area provides children with a secure area to play in. Staff monitor how children are using equipment and help them to remove any hazards. Staff talk with children about making the area safe as they move the

toy cars to clear the area so children do not fall on them.

- Staff follow good hygiene practices and remind children to do the same. This includes cleaning the designated snack table and reminding children to wash their hands before they eat their snack.
- Parents say that there are effective levels of communication about what their children do. They are pleased that their children enjoy the wide range of activities in the busy setting.
- The manager has failed to complete robust procedures to help ensure that all staff are safe to work with children. For example, she has not followed safer recruitment guidelines. In particular, she has not obtained an enhanced Disclosure and Barring Service (DBS) suitability check for a new member of staff.
- Although some aspects of the recruitment process have been completed, the manager cannot show full and comprehensive evidence of this. Furthermore, the limited records that she could provide were incomplete and were accessed from the manager's personal mobile phone.
- When new staff are recruited there are not suitable arrangements in place to support them during their induction period. New staff do not have opportunities to discuss in more detail their suitability or to discuss their ideas about promoting the interests of children.

Safeguarding

The arrangements for safeguarding are not effective.

There are significant failures in the safe recruitment process and appropriate support for new staff. This raises significant concerns about the manager's ability to ensure that children's safety and well-being are prioritised. These issues have been raised before by Ofsted. The manager has not ensured that the safeguarding and welfare requirements continue to be fully met. However, the manager has addressed some actions raised at the last inspection. For example, staff have a good knowledge and understanding of wider safeguarding issues. They describe the locally agreed processes they would follow to report any concerns about a child's welfare. They know how to report concerns about a member of staff's behaviour.

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
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conduct robust recruitment procedures, which include suitably vetting staff to ensure that they are safe to work with children	24/03/2020
ensure that information about identity checks and vetting processes is recorded, including information about who obtained DBS checks	24/03/2020
make sure that all records are held securely and in line with the General Data Protection Regulation, and that these are accessible to anyone with a right to see them.	24/03/2020

To meet the requirements of the early years foundation stage, the provider must:

	Due date
put in place appropriate arrangements for the supervision of all staff, in particular during the induction period.	24/03/2020

Setting details

Unique reference number	509943
Local authority	Kingston Upon Hull City Council
Inspection number	10101275
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 at time of inspection	4 to 11
Total number of places	36
Number of children on roll	57
Name of registered person	Alexander, Vivien
Registered person unique reference number	RP512787
Telephone number	01482 561149
Date of previous inspection	12 March 2019

Information about this early years setting

Eastfield Out of School Club registered in 1994. The club employs six members of childcare staff. Of these, three hold appropriate early years qualifications at level 3 and one staff member holds a qualification at level 6. The setting opens Monday to Friday all year round. Sessions are from 7.30am until 9am and 3.10pm until 6pm.

Information about this inspection

Inspector
Jill Roberts

Inspection activities

- The inspector met with the manager and looked at documentation, including evidence of suitability checks, staff qualifications and training.
- The inspector accompanied staff to collect children from the host school and spoke with staff and children at appropriate times.
- The manager and the inspector jointly observed staff and children playing a game together.
- The inspector observed interactions between staff and children during their indoor play and activities.

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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