

Inspection of AJ's Out Of School Childcare

St James' Church, Blackburn Road, Turton, Bolton BL7 0PL

Inspection date:

10 June 2021

**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 are being cared for by staff who do not fully understand the procedures to safeguard children and whose suitability to work with children has not been checked. This does not ensure children's safety. Despite this, children are happy and settled. Children learn how to keep themselves and others safe at the club. They readily look forward to spending time with their peers and staff. Children excitedly discuss what they will play with and eagerly anticipate what hot meal they will enjoy as they arrive from school.

Children behave very well. They are kind, thoughtful and polite. Older children are particularly helpful towards younger children. They take on a nurturing role and enjoy helping staff with some appropriate tasks. Staff have strong bonds with children. This is reflected in children's behaviour. Children comment that they can 'trust' staff will listen to them when they feel upset or worried. Children particularly enjoy playing outdoors. They organise group games such as 'hide and seek' and chasing games. Their excitement only builds when staff wholeheartedly join in with their play. Younger children giggle as they duck behind trees, while older children are good natured as they pretend not to spot their hiding places.

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

- The provider does not implement safeguarding procedures effectively, particularly in regard to safer recruitment. She relies on her own personal experiences with staff rather than authenticating their suitability. The provider has not seen enhanced criminal record checks for all members of staff or confirmed that staff remain suitable. She has not verified all staff qualifications, nor has she collected references for all staff. As a result, she is unaware of the suitability of her staff to care for children.
- The provider has not ensured children's hours of attendance are documented. This means that in the event of an emergency, staff do not have an accurate record of which children are present and which have gone home.
- The provider and staff do not have a good understanding of their safeguarding responsibilities. Staff do not know what steps to take should the provider fail to report safeguarding concerns. The provider, as designated safeguarding lead, does not have the knowledge to fulfil her role in guiding others. For example, if staff raise concerns about another member of staff, the provider does not know the procedures she must follow. This does not support children's safety and well-being as staff do not fully understand how to help keep children safe.
- The provider is passionate about supporting children to make healthy choices. For example, she encourages children to engage with a lot of physical play outdoors. Additionally, she provides daily hot, nutritious meals for all children, to

help support their good health. Children very much look forward to these meals. They eagerly mark their places at the dinner table and rush to the chalk board to check the menu when they arrive.

- Children feel very connected to the staff at the club. They look forward to sharing stories about their days with them. Children describe the provider as 'amazing'. They feel confident to confide in her should they feel sad. Parents also value the provider and her staff. They particularly appreciate the links between the club and the local primary school, which they feel helps to provide consistency for their children.
- Some aspects of staff supervision are good. The provider sits down with staff regularly to discuss their strengths and areas for improvement. Staff engage well with these meetings and use the time to reflect and identify areas for growth. Staff feel very supported and report that they are happy and appreciated within their roles.
- Children feel motivated when they know they can win an 'AJ's award'. They enjoy the good natured competition as they compare how many awards they have won. Children support one another well. They show support for their peers when they win the daily prize, even though this means they have not.

Safeguarding

The arrangements for safeguarding are not effective.

The provider has not taken adequate steps to ensure the suitability of staff working with children. This leaves children vulnerable. In addition to this, the designated safeguarding lead does not have sufficient knowledge to fulfil her role. Staff have a reasonable understanding of the signs and symptoms which may indicate that a child is being abused or neglected. Staff risk assess the physical environment well, particularly when children use the expansive outdoor play area. However, they do not effectively document the daily attendance of children. This is a legal requirement in order to help promote children's safety.

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
keep a daily record of children being cared for and their hours of attendance in order to help promote children's safety	14/06/2021
ensure appropriate checks are completed for all staff members in order to ascertain their suitability to work with children	21/06/2021

ensure the safer recruitment policy and safeguarding policies are implemented effectively in order to help protect children from possible harm	21/06/2021
ensure all staff have a suitable understanding of their safeguarding roles and responsibilities, including an understanding of the procedures to follow should they have concerns about another member of staff	21/06/2021
ensure the designated safeguarding lead has adequate knowledge to lead and guide others, including the processes to follow should an allegation be made against a member of staff.	21/06/2021

Setting details

Unique reference number	EY555503
Local authority	Blackburn with Darwen
Inspection number	10174856
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	5 to 11
Total number of places	30
Number of children on roll	39
Name of registered person	AJ's Out Of School Care Limited
Registered person unique reference number	RP555502
Telephone number	01204856729
Date of previous inspection	Not applicable

Information about this early years setting

AJ's Out Of School Childcare registered in 2018. The club employs four members of childcare staff. Of these, two members have an appropriate early years qualification at level 3, one has an appropriate early years qualification at level 2 and one member is unqualified. The club opens from Monday to Friday all year round. Sessions are from 7.30am until 8.40am and 3.45pm until 6pm during term time and 8am until 6pm during school holidays.

Information about this inspection

Inspector

Shauneen Wainwright

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 (coronavirus) pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The provider took the inspector on a tour of the setting and held leadership and management discussions with the inspector throughout the afternoon.
- The inspector observed both indoors and outdoors in order to evaluate children's experiences at the club.
- Staff, parents and children all shared their feedback about the club and the provider, which the inspector took into account.
- Relevant documentation was scrutinised, including any documents collected to ascertain the suitability of staff, first-aid certificates and other training certificates.

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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