

Inspection of Energy Kidz Out Of School Club - St Crispins Rg40

St. Crispins Sports Centre, London Road, WOKINGHAM, Berkshire RG40 1SR

Inspection date:

29 September 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's safety is compromised. There are significant weaknesses in safeguarding practice. Leaders and managers do not robustly check that all staff understand their roles and responsibilities in safeguarding children. Although staff attend regular training, they have a poor understanding of how to identify the indicators of abuse. Furthermore, staff are not clear on the procedures to follow if they are concerned about the well-being of a child. This places children at risk as staff may not identify children and families who need early help. Subsequently, families may not receive the support they need.

Weaknesses in staff induction, training and supervision arrangements mean that gaps in staff's safeguarding knowledge are not identified or acted on swiftly. There are breaches in the statutory requirements of the early years foundation stage (EYFS). This has a significant impact on the safety and well-being of children.

Overall, children are happy, settled and demonstrate good levels of confidence and well-being. They are eager to come into the inclusive club and quickly become engaged in play. They participate in activities and make independent choices from a good range of resources and play materials. Children report that they enjoy their time at the club. They express that the staff are friendly, they feel safe and enjoy playing games with their friends.

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

- Leaders and managers do not have robust arrangements in place to help staff to identify children who may need support or are at risk. They do not ensure that staff fully understand the procedures to follow in the event of a concern about a child or an allegation against a member of staff. Staff do not know how to manage any concerns. They have a weak understanding of wider safeguarding issues, including the signs of grooming, exploitation and the 'Prevent' duty guidance. The gaps in staff's knowledge compromise children's safety and well-being.
- There are weaknesses in the staff induction processes. Some staff are not clear of the procedures to follow in the event of a fire within the setting. This puts children's safety at risk.
- Overall, children's behaviour is good. Staff have high expectations for children's conduct. Golden rules provide children with clear guidance on expected behaviour. They cooperate well and show respect for the club staff. Staff have attended training on managing children's behaviour. This has helped them to develop positive strategies to support children. However, staff are not always consistent in their approach to managing children's behaviour. They do not

always support children to be kind to others. For instance, staff are not always aware when older children do not fully involve the younger children in activities.

- Children know about the setting's rules of behaviour and quickly respond to changes in the routine. They are aware that rules and boundaries help to keep them safe. For example, they know that they wear high-visibility jackets when moving between school and the setting, so that they are easily recognisable.
- On the whole, staff are sensitive to children's emotional needs. They offer children reassurance and praise and recognise when some children need extra reassurance. They give them cuddles and, sometimes, seek out their siblings to provide additional reassurance. Staff have established effective links with the school that children attend. This helps to provide children with consistency in their care.
- Staff are effective in helping children to understand the importance of leading a healthy lifestyle. Children know which foods are healthy and unhealthy and the importance of following robust hygiene procedures. They enjoy the time they spend outdoors and benefit from lots of fresh air and regular exercise.

Safeguarding

The arrangements for safeguarding are not effective.

The provider has failed to implement robust procedures to promote children's safety, welfare and well-being. The monitoring of safeguarding has not identified weaknesses in staff's knowledge. Leaders and managers have not taken effective steps, to ensure that all staff are adequately trained to identify all possible signs of abuse.

The provider has effective recruitment processes in place, to help ensure that those working with children are suitable to do so. However, weaknesses in staff induction means that some staff are not aware of the emergency evacuation procedures.

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 that all staff have an up to-date knowledge of safeguarding issues	30/09/2021
strengthen supervision to identify gaps in staffs' knowledge, regarding safeguarding	30/09/2021
make sure that all staff are aware of emergency evacuation procedures	30/09/2021

implement effective induction procedures so that staff are fully aware of their roles and responsibilities.	30/09/2021
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Setting details

Unique reference number	EY562190
Local authority	Wokingham
Inspection number	10194199
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 10
Total number of places	8
Number of children on roll	172
Name of registered person	Energy Kidz Ltd
Registered person unique reference number	RP901001
Telephone number	07970499197
Date of previous inspection	Not applicable

Information about this early years setting

Energy Kidz Out Of School Club - St Crispins Rg40 registered in 2018 and is located in Wokingham, Berkshire. The club operates between 7.30am and 9 am and 3 pm and 6pm, Monday to Friday, term time only. There are currently four staff working within the setting.

Information about this inspection

Inspector

Ingrid Howell

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.
- Discussions were held between the staff and the inspector, to help establish their understanding of how to safeguard the children in their care.
- The inspector viewed relevant documentation, including suitability checks, evidence of paediatric first-aid training and public liability insurance.
- The views and opinions of the children were considered during the inspection.

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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