

Inspection of PARC (Essex)

Great Notley Country Park, Great Notley, Braintree, Essex CM77 7FS

Inspection date:

17 February 2022

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

**This
inspection**

Not met (enforcement)

Previous
inspection

Outstanding

What is it like to attend this early years setting?

This provision does not meet requirements

The poor leadership of the club, by the trustees, has a negative impact on children's safety and welfare at the setting. Despite this, children settle well and form secure and loving bonds with staff. Children enjoy snuggling up to staff as they read books. They laugh and smile together as they play in the ball pools. Children thoroughly enjoy their time at the club. They feel valued and respected by staff. Children enjoy a variety of activities that are based around their interests. They enjoy singing songs, such as 'Head, Shoulders, Knees and Toes' and join in with staff doing the actions. Children explore crushed ice. They proudly show staff balls of the ice telling them, 'I made a snowball'. Children name animals in books. They giggle, with staff, as they make the noises of each animal.

Children have plenty of opportunity for physical exercise and fresh air. They explore the extensive range of equipment in the club's playground. Staff join in games with children, such as hockey. Children enjoy passing the ball back and forth and trying to score goals against staff. Children have fun as staff push them on the swings. They have access to a purpose-built mud kitchen which children love and spend lots of time at.

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

- The trustees have a poor understanding of the requirements they need to meet. They have failed to notify Ofsted of new trustees of the registered body and trustees that have left. The trustees have not provided the required information to Ofsted so that suitability checks can be carried out. This is a breach of the requirements that the registered body has failed to do on a number of occasions throughout the registration. This demonstrates poor leadership.
- The trustees have failed to ensure they monitor the quality of the club. They have little understanding of the services the club provides or the roles and responsibilities of staff, including the manager. Consequently, they cannot identify weaknesses or take action to address them.
- The trustees do not ensure they effectively monitor staff's safeguarding knowledge and training. Some staff are not aware of who the designated person is at the club to report their concerns to. Staff are also not aware of their responsibility to, or how they report their concerns to outside agencies if leaders are not taking action.
- Children are not assigned a key person on entry to the club. Their care is sometimes managed by several staff. Therefore, children sometimes do not settle as quickly as expected and parents do not receive communication or support from a consistent person. Despite this, once children are familiar with the club, they form secure bonds with all staff.

- Staff are passionate about their roles. They take children's complex health needs extremely seriously and have a vast and in-depth knowledge of children's special educational needs and/or disabilities (SEND). Staff research children's rare conditions to ensure they do everything they can to meet their needs and include them in all aspects of the club.
- Partnerships with parents are successful. They speak very highly of staff and the service they provide. Parents comment that staff are extremely helpful when they are seeking support for their children. Staff write in-depth reports of the children's needs and development for parents to share at appointments with health professionals.
- The manager works hard to ensure that staff well-being is promoted. Staff feel valued by the manager and other leaders. They also have access to a well-being service, arranged by the manager, that they can use at any time if they need support away from the club.
- Staff take great care when managing children's allergies and dietary requirements. Each child has a detailed care plan in place that is reviewed regularly with parents. Staff are trained in identifying signs of an allergic reaction and, how to administer medication and seek the appropriate medical support.

Safeguarding

The arrangements for safeguarding are not effective.

As the trustees have not notified Ofsted of two new members of the registered body, the appropriate safeguarding checks have not been carried out for these individuals. This affects children's safety and welfare. Staff understand and recognise possible signs and symptoms of child abuse. They understand their responsibility to report any concerns about children to the management. However, some staff are not clear what they would do if they witnessed inappropriate behaviour from another member of staff. They do not know the action to take if the management were not acting on their concerns about children or staff. The manager handles the recruitment of new staff. He has secure procedures in place to ensure that staff who work in the club are suitable for their roles.

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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train all staff to understand the safeguarding policy and procedures, and ensure that all staff have up-to-date knowledge of safeguarding issues, including the procedures to follow if they observe inappropriate behaviour from a member of staff	16/03/2022
provide the necessary information to Ofsted so the relevant checks can be completed on trustees, to help ensure they are suitable for their roles and responsibilities	16/03/2022
ensure that members of the registered body understand their roles and responsibilities to make sure that the legal requirements are met at all times	16/03/2022
make sure each child is assigned a key person to help the child become familiar with the setting, offer a settled relationship for the child and build a relationship with their parents	16/03/2022
improve knowledge of when to notify Ofsted of changes to the registered body.	16/03/2022

Setting details

Unique reference number	EY300336
Local authority	Essex
Inspection number	10226534
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 17
Total number of places	24
Number of children on roll	0
Name of registered person	PARC (Essex)
Registered person unique reference number	RP910298
Telephone number	01376 528999
Date of previous inspection	15 June 2017

Information about this early years setting

PARC (Essex) registered in 2004. The club provides care for children with SEND. The club employs 40 members of childcare staff. Of these, 20 hold appropriate early years qualifications at level 2 and above. The club operates 3.30pm to 7pm on Mondays, Tuesdays and Thursdays, and 6pm to 9pm on Fridays. They also operate from 10am to 4pm, Monday to Friday, during school holidays.

Information about this inspection

Inspector

Daniella Adams

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 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 inspector took a tour of the club with the manager. They talked about how the club is organised and discussed the play opportunities they provide for children.
- The inspector observed the quality of interactions during activities indoors and outside between the staff and children.
- The inspector spoke to children, staff and parents and took account of their views.
- The inspector held discussions with the manager throughout the session. A sample of records, including safeguarding policies and procedures and staff suitability records were seen by the inspector.
- The inspector held discussions with one of the trustees.

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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