

# Inspection of School's Out! Activity Club Ltd

55 Green End, Whitchurch SY13 1AJ

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Inspection date:

28 June 2022

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

**This  
inspection**

**Not met (enforcement)**

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Previous  
inspection

Not applicable

## **What is it like to attend this early years setting?**

### **This provision does not meet requirements**

There are weaknesses in the management of the setting which place children at significant risk of harm. Staff do not understand how to report allegations made against another member of staff to the relevant people. Staff are not suitably qualified to meet the required ratios and safer recruitment procedures are not followed robustly enough. There is not an effective key-person system in place to fully support children's individual needs and help them to settle. Despite this, children show a willingness to join in with activities staff have planned. For example, they use puppets to act out and tell stories together. Children are reminded of the rules to ensure they play kindly. Staff support children to understand why they do not intentionally knock over other children's towers. They talk about how this might make them feel, which helps children to build an understanding of empathy.

Staff supervise children during the walk back from school to the setting. They remind them about road safety and to be alert as they cross the roads. Children have formed respectful relationships. They talk about what picture they want to stick onto their friends' birthday card. Children talk confidently to visitors about what they enjoy at the setting. For example, they explain about the bingo game and the prize chart they have created. Children also share that they enjoy going to the local park, exploring the different walks and climbing on the play equipment.

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

- The manager does not have a good enough understanding of the requirements of the 'Statutory framework for the early years foundation stage'. There are breaches to requirements that impact on the quality of provision. Management arrangements are not effective. There is not a suitable deputy to take charge in the absence of the manager. This does not promote children's safety and welfare.
- The recruitment procedures that are in place to ensure staff are suitable are not fully effective. The manager does not follow safer recruitment procedures to ensure that all staff caring for children are suitable to fulfil the requirements of their role.
- The manager lacks knowledge and understanding about the requirements for staff qualifications. Current staffing arrangements mean that there are not enough qualified staff working with the children to meet the minimum qualification requirement. This does not meet children's needs and compromises their safety and welfare.
- The manager has not implemented a key-person system for the early years children who attend. Therefore, children are unable to build a relationship with a

familiar adult. They do not have tailored care that meets their individual needs or that helps to build on the quality of experiences they receive at the setting.

- Although the manager completes a record of children's hours of attendance, this is not accurate because the records do not include the children's full names. This has an impact on children's safety as it is not clear which children are present at any one time.
- Staff attend regular supervisions and discuss their professional development opportunities. They have access to a range of online training to build on their knowledge and understanding. Staff have attended some safeguarding training. However, they are not confident in how to report allegations against a member of staff and are unsure of the relevant reporting procedures. The designated safeguarding lead does not have suitable knowledge of how to deal with allegations. This lack of understanding puts children at risk.
- Parents speak positively of the care and support the staff provide at the setting. They state they have been supported well to help children settle into the setting. Parents comment they have seen their children grow with confidence since attending. Staff liaise with parents and provide good communication between the school and the setting to ensure all messages are given when children are dropped off or collected at the school. This helps to ensure there is good partnership working between the setting, school and home.
- Children share their ideas of changes they want in the setting. They have made plans together and chosen the colours and layout for their new quiet space. When children first start, they print their handprints on a wall to signify they are part of the setting. This helps children to feel their ideas are valued and gives them a sense of belonging.

## Safeguarding

The arrangements for safeguarding are not effective.

The designated safeguarding lead and staff do not have a good understanding of how to report allegations against a member of staff. They are unable to explain the correct reporting procedure to follow should a concern arise about a colleague. That said, staff have an awareness of the possible signs of abuse and where they would report their concerns about a child. They understand the 'Prevent' duty and signs of female genital mutilation. Risk assessments are carried out to ensure the building is safe and secure.

## 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:**

	<b>Due date</b>
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ensure that the named deputy manager has suitable experience and is capable and qualified to take charge in the manager's absence	12/07/2022
ensure that at least half of all staff hold at least an approved level 2 qualification	12/07/2022
improve the knowledge of the designated safeguarding lead to ensure they understand their role and the action to be taken in the event of an allegation being made against a member of staff	12/07/2022
ensure all staff understand the safeguarding policy and procedures and know how to respond in a timely and appropriate way to any allegations that are made against a member of staff	12/07/2022
improve safer recruitment procedures to ensure that there are effective systems in place to determine staff are suitable to work with children	12/07/2022
ensure that all children have a named key person, who helps to provide tailored care to meet their individual needs	12/07/2022
maintain a daily accurate attendance record that includes the full names of the children being cared for, their hours of attendance and their key person.	12/07/2022

## Setting details

<b>Unique reference number</b>	2563274
<b>Local authority</b>	Shropshire
<b>Inspection number</b>	10239375
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Out-of-school day care
<b>Age range of children at time of inspection</b>	3 to 10
<b>Total number of places</b>	25
<b>Number of children on roll</b>	45
<b>Name of registered person</b>	School's Out! Activity Club Ltd
<b>Registered person unique reference number</b>	2563273
<b>Telephone number</b>	07480929656
<b>Date of previous inspection</b>	Not applicable

## Information about this early years setting

School's Out! Activity Club Ltd registered in 2020. It is located in Whitchurch and provides before- and after-school care. It operates from 7.30am to 9am and 3pm to 6pm Monday to Friday during school term time. It operates 7.30am to 6pm during school holidays and offers flexible sessions.

## Information about this inspection

**Inspector**  
Katherine Wilson

## Inspection activities

- This was the first routine inspection the provider has received since opening and 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.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The manager joined the inspector on a learning walk and talked to the inspector about the environment and what activities children can access.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector observed the interactions between staff and children.
- The manager and inspector carried out joint observations of outdoor play.
- The manager provided the inspector with a sample of key documentation on request.
- The inspector spoke to several parents during the inspection and took account of their views.

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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