

Inspection of Hadley Harriers

Hadley Learning Community, Waterloo Road, Hadley, Telford TF1 5NU

Inspection date:

31 October 2022

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

**This
inspection**

Not met (enforcement)

Previous
inspection

Not applicable

What is it like to attend this early years setting?

This provision does not meet requirements

Children's safety is not assured because the lead practitioner for safeguarding does not understand the procedures to follow in the event of an allegation being made against a member of staff. Furthermore, the provider has not ensured that there are enough staff available and present to meet children's needs. At times, children are not adequately supervised when using the bathroom, which is out of sight and hearing of staff. Younger children are taken to the bathroom by older children. However, the provider has not properly considered the possible risks to their safety.

Despite these concerns, children arrive at the club happily from school. They put their belongings away and quickly choose from the broad range of activities set up for them to play with. Children behave extremely well as they share and take turns throwing hoops over a cone. They count with each other as they practise using a hula hoop to see how many times they can swing it around their body. Children show high levels of independence as they collect their own snack and take it to where they want to sit. Staff support younger children by encouraging them to sit with others to promote their social skills.

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

- The provider has failed to ensure that children are safeguarded in the club. Arrangements for staffing are weak. Children's safety is compromised because they are not always supervised by staff. The provider has not identified risks to children's safety when they are out of staff's sight and hearing, particularly when using the bathroom. As a result, action has not been taken swiftly enough to remove or minimise these risks to keep children safe.
- The lead practitioner for safeguarding has not kept their knowledge up to date. They do not know the correct action to take if an allegation is made against a member of staff. Consequently, children are not properly safeguarded.
- Children benefit from an allocated key person who understands their needs. They spend time talking to children and building on their learning at school. For example, staff support children to use words such as 'slimy' and help them to pronounce these words correctly. They guide children to hold a pen and form letters to write their own names. Staff celebrate children's achievements with them when they succeed, which gives children a sense of pride.
- Children develop respectful relationships with staff and their peers. They are kind and courteous towards each other. Children work together to construct using magnetic pieces and take turns when playing with balloons.
- Staff have an inclusive approach towards children attending the club. There is appropriate support in place for children who have special educational needs

and/or disabilities. The provider understands their duty to make adjustments to meet children's needs and knows how to obtain additional support when this is required.

- Children's health is well supported. They are encouraged to clean their hands before eating. Children choose from a range of fresh fruit at snack time and help themselves to a carton of milk or pour their own fresh drinking water. They join in with plenty of physical games and activities to exercise.
- Staff talk to children about how to keep themselves safe outside of the club. For example, when children speak about collecting sweets on Halloween, staff explain that they must stay close to an adult and not go into people's homes. This helps to develop children's understanding of risks to their safety.
- Parents speak highly about the club. They say that their children are always happy to attend and that they like the range of activities they participate in. Parents comment that staff and managers communicate extensively with them and that they welcome the photos and updates they receive about their child's time in the club.
- The provider, who is also the manager, is supportive towards staff. They hold weekly meetings with staff to share information about the setting and discuss children's needs. Staff have the opportunity to identify training needs, and the provider supports them to access courses to further improve their personal effectiveness.

Safeguarding

The arrangements for safeguarding are effective.

The provider does not use risk assessment effectively to ensure children's safety. They have not ensured that the deployment of staff meets children's needs and that children are properly supervised at all times. The lead practitioner for safeguarding lacks knowledge and understanding of the procedures to follow in the event of an allegation being made against a member of staff. However, staff have a sound knowledge of safeguarding issues and can recognise signs which may indicate a child is at risk of abuse. They understand the procedures to follow if they have concerns about a child's welfare, including how to make a referral to other agencies. Appropriate procedures are in place to check the suitability of staff who work with children.

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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improve the lead practitioner for safeguarding's knowledge and understanding of the procedures to follow in the event of an allegation being made against a member of staff	15/11/2022
ensure that the deployment of staff meets the needs of all children and that children remain within sight or hearing of staff at all times	15/11/2022
improve the use of risk assessment to ensure that all risks to children's safety are identified and action is taken to swiftly remove or minimise any risks, with particular regard to using the bathroom facilities.	15/11/2022

Setting details

Unique reference number	2661013
Local authority	Telford & Wrekin
Inspection number	10259726
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	48
Number of children on roll	79
Name of registered person	Stirling, Tasha
Registered person unique reference number	2661014
Telephone number	07581366389
Date of previous inspection	Not applicable

Information about this early years setting

Hadley Harriers registered in 2021. It is privately owned and operates within the premises of Hadley Learning Community in Telford. There are two members of staff, including the provider, who work with children. The club operates during school term times. Sessions are from 7.45am until 8.25am and 2.45pm until 5.30pm.

Information about this inspection

Inspector

Lisa Bennett

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 provider and inspector completed a learning walk to gather information about how the provision is organised.
- Parents and children spoke to the inspector and gave their views of the club.
- The inspector held a meeting with the provider and looked at relevant documentation and evidence of staff suitability.

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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