

Inspection of Oscachs Ltd - Meath Green

Meath Green Infants School, Kiln Lane, Horley RH6 8JG

Inspection date:

17 November 2022

The quality and standards of early years provision

This inspection

Not met (enforcement)

Previous inspection

Not Met (with actions)

What is it like to attend this early years setting?

This provision does not meet requirements

Children's well-being and safety are compromised. The manager allows staff whose suitability checks are not yet completed to have unsupervised access to children. Furthermore, not all staff have a good understanding of safeguarding issues or know the local reporting procedures to follow if a child is at risk of harm.

Activities and experiences set up at the club do not meet the needs of all children who attend. This is particularly apparent for older children, who have limited choices at the club, as resources are tailored more towards younger children. Therefore, older children lose interest and look for things to do to entertain themselves. They are eager to go outside and request this to staff so they can play ball games together. They do not have purposeful experiences planned to keep them stimulated or engaged in the club hall. Similarly, there are occasions when much younger children lose interest and find it difficult to maintain concentration when playing. This is because staff do not provide consistent support to maintain their attention when they need it. As a result, children tend to wander between activities and resources in the hall.

Despite this, children arrive happy and go to areas to draw pictures and make model paper airplanes. They are eager to approach the buffet snack table and are encouraged to be independent to self-select from a range of healthy options and engage in preparing their own bagels and sandwiches. On the whole, children show kindness and courtesy to each other. This is supported through club rules that the manager and children have agreed. However, at times, children struggle with minor altercations with their friends, resulting in them getting frustrated. Although staff offer support to help them to overcome minor upsets, they do not provide consistent guidance to help children resolve issues themselves. Nevertheless, they do manage to recover swiftly once adult intervention is provided.

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

- The provider has failed to act on actions set in the previous inspection. There continue to be significant weaknesses in how the safeguarding and welfare requirements are maintained. Not all staff are aware of current safeguarding issues, and their knowledge is not secure in how to recognise and respond to situations that may indicate a child is at risk of harm. In addition, the provider has not ensured that notifications that must be made to Ofsted happen in a timely manner. This is a further breach of requirements.
- The provider's process for employing staff to work with children is not robust. For example, directors who are responsible for pre-employment checks do not

ask applicants about gaps in their application forms and continue to employ them. They fail to communicate effectively with the manager to keep her up to date with the progress of checks for new staff so that she knows if they are suitable. As a result, unvetted staff work directly with children without supervision.

- The provider does not ensure systems are in place to record all details of vetting checks they have conducted for each member of staff and follow up any outstanding checks in a timely way. This is to provide assurance to families that staff have been deemed suitable to work at the club.
- The arrangements in place to ensure the newly appointed manager and staff have appropriate training, knowledge and skills are not sufficient. The manager demonstrates inconsistencies in her leadership role. This is because the provider has not offered the precise support and guidance to help her understand how to lead and manage effectively and ensure the requirements of the registration are consistently met. For instance, arrangements for staff deployment to supervise children are not effective. There is no contingency arrangement in place to support the new manager while the deputy manager is away attending a training placement until next month. Furthermore, not all staff have received thorough induction and training to help them to understand the expectations of their role and improve their skills.
- Children with special educational needs and/or disabilities (SEND) do not receive precise support to meet their individual needs. The club manager is yet to follow up arrangements to talk to parents and the school about how they can work together and utilise strategies already in place. This is to ensure children who need extra help receive continuity of care as well as any adaptations to activities and resources so that the provision meet their needs effectively.
- The provider has systems in place to record necessary details of children and families at the point of registration. The manager has recently introduced procedures for parents to come directly to the school hall to collect their children at the end of the session. However, parents comment that they are not provided with information about the range of activities and experiences on offer to the children at the club. Feedback about their children is limited. This does not support effective parent partnership arrangements.
- Children's ability to remain engaged and focused can wane at times. The staff team have very limited experience in capturing children's attention and seeking their views to influence what they would like to do at the club. The manager provided an example that the board game 'Monopoly' was bought based on children requesting it. However, older children showed no interest in this, and staff did not encourage children to engage with the new game to learn how to play. There is not enough emphasis on ensuring that a broad range of activities and experiences are provided, suitable for all ages of children who attend the club.
- For the most part, children demonstrate good behaviour. However, due to the relatively new team in place, the manager has yet to work with the staff to develop their skills in supporting children to manage minor conflict between friends. As a result, children cannot independently resolve disagreements or use language to negotiate with others to address any minor issues in their play

without adult involvement.

Safeguarding

The arrangements for safeguarding are not effective.

Individuals who hold lead responsibility for safeguarding do not follow up and monitor that all staff undertake training and check their knowledge is sufficient. As a result, not all staff who work at the club have a thorough and up-to-date knowledge of current safeguarding issues. This includes how to promote e-safety with children to protect them from online exploitation or extremism. The provider has not ensured all staff know how to report concerns about adults who work with children to agencies with statutory responsibilities. Recruitment and vetting practices are not effective to ensure staff suitability. All aspects of risk assessment are not secure, as there is no effective oversight to ensure unvetted staff do not have unsupervised access to 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
ensure that the person who takes the lead responsibility for safeguarding has sufficient training and knowledge to implement the child protection policy effectively and supports staff's understanding of all safeguarding issues	06/12/2022
train all staff to understand the setting's safeguarding policy and procedures to ensure they know how to report concerns to other agencies in the absence of the designated safeguarding lead	06/12/2022

ensure all staff, including the person who takes the lead responsibility, have a secure knowledge and understanding of the signs that might indicate children are at risk of harm, including wider safeguarding matters, in line with the local safeguarding partners guidance and procedures.	06/12/2022
make sure all staff improve e-safety knowledge and support children in knowing how to stay safe online	06/12/2022
implement effective systems to ensure people looking after children are suitable	06/12/2022
ensure all individuals whose suitability has not been checked do not have unsupervised access to children	06/12/2022
ensure information on all vetting processes undertaken for staff is accurately recorded and followed up in a timely manner	06/12/2022
make sure all staff have appropriate training, skills and knowledge, to help them have a clear understanding of their roles and responsibilities	06/12/2022
put appropriate arrangements in place to work in partnership with parents and other professionals to support children with SEND to meet their individual needs	06/12/2022
ensure records are maintained and are available at the request of professionals, to meet the needs of children for the effective and safe running of the setting	06/12/2022
improve arrangements so that parents have up-to-date information about the range and type of activities and experiences on offer to children	06/12/2022

ensure notifications are made to Ofsted in a timely way so the regulator is kept up to date with changes regarding registration.	06/12/2022
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To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
support children to develop the necessary skills so that they can manage minor disagreements independently to help build emotional resilience	06/12/2022
provide all children with engaging activities and experiences that are adapted to take account of their individual needs as well as their ages and stages of development.	06/12/2022

Setting details

Unique reference number	EY548987
Local authority	Surrey
Inspection number	10238910
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 11
Total number of places	40
Number of children on roll	34
Name of registered person	Oscachs Ltd
Registered person unique reference number	RP906447
Telephone number	07803 182819
Date of previous inspection	1 December 2021

Information about this early years setting

Oscachs Ltd - Meath Green registered in 2017. It operates on the site of Meath Green Infant School, in Horley, Surrey. The club employs eight members of childcare staff, one of whom holds an appropriate qualification at level 3. The club operates Monday to Friday, during term time only. Sessions are from 7.30am to the start of the school day and from 3pm to 6pm. The club also operates all day during some school holidays.

Information about this inspection

Inspector

Sherrie Nyss

Inspection activities

- The inspector discussed any continued impact of the COVID-19 pandemic with the provider and has taken that into account in their evaluation of the provision.
- The inspector observed the interactions between children and staff during activities and experiences on offer.
- The inspector spoke to staff and held a meeting with the club manager. She looked at relevant documentation, including the suitability of staff working at the premises.
- The inspector talked to children, to take account of their views.
- The club manager completed a joint observation with the inspector.
- Parents were invited to share their views about the club.

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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