

Inspection of Hubbub Out of School Club

Temple Grove Academy, Friars Way, Tunbridge Wells TN2 3UA

Inspection date: 4 July 2023

| 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 compromised. Staff who transport children from school to the club do not have up-to-date first-aid training as required. Security arrangements at the club are not robust. There is a risk of children leaving the setting unnoticed, or unknown adults entering the premises. In addition, risk assessments are not effective and hazardous items, such as medicine, are sometimes left within children's reach. This does not ensure children's safety.

On arrival to the club, children enjoy a snack before playing with their friends. They form small groups and make up games with each other, taking turns to be imaginative characters. Children have the choice of resources. However, there are limited planned activities for children to engage in. Not all children are happy at the club. Some children say they 'want to be at home'. They have access to the school playing field and playground while the garden area is under construction works. Children enjoy running around the large field and they climb the trees. However, staff do not focus children's attention on meaningful activities. Children become disengaged and at times misbehave.

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

- The safeguarding procedures are not understood by all staff. Not all staff have had safeguarding training or know who the designated safeguarding lead (DSL) is. Staff are not clear about where the safeguarding policy is kept, so they can refer to it when needed. In addition, staff are able to use their own personal mobile phones while working with children. This does not ensure children's safety.
- At the time of the inspection, documentation was not accessible. Staff recruitment files and suitability checks were not able to be viewed or verified. The manager and deputy were unable to demonstrate that staff have undergone robust recruitment checks to be left in sole charge of children. This is a breach to requirements and does not demonstrate how children are being safeguarded.
- Children are not effectively safeguarded when being transported from school to the club. Staff who use their own vehicles to transport children on their own, do not all hold valid first-aid certificates. This means staff who accompany children on outings are not adequately trained to respond to an accident or injury. In addition, the manager and deputy were unable to demonstrate that staff have the correct car insurance to be able to transport children safely.
- Children attend the out-of-school club from the age of three years. At the time of the inspection, there were no qualified staff present. This does not meet the requirement to have a level 3 qualified member of staff working with any children who are younger than those in the reception class age range.

- Staff do not ensure the front door is locked after use. This means that children could leave the premises without an adult. Although the school premises are secure there are unknown adults arriving and leaving to collect children from the adjoining provision. This means that there is a risk of unknown adults entering the building. This does not ensure the children's safety.
- Risk assessments are not robust. The deputy manager and staff do not carry out effective risk assessments. For example, staff do not identify when medication has been left in reach of children. This does not ensure children's safety.
- Staff do not always respond to children's behaviour in a timely way and their approach to managing behaviour can differ across the provision. Despite this, children understand the rules and the routines. For example, they know they must line up and wait for every one before going inside after outdoor play.
- The key-person system is not fully understood by all staff. Some staff are not aware of who the key person is for early years children that attend. However, staff know the children well and what they like to do.
- Staff know about the needs of the children with special educational needs and/or disabilities (SEND). The special educational needs coordinator is not always based at the club but speaks to the schools about the progress children with SEND are making. Staff feedback that they are updated on the needs of children with SEND at group meetings.
- Parents are happy with the club. They feel informed about what their children have to eat. Parents use the club's website for any additional information and feel they can raise any concerns they may have.

Safeguarding

The arrangements for safeguarding are not effective.

Staff do not know who the DSL is. They are not clear on the procedure to follow if there is an allegation made against a member of staff. Staff do not know where to find this information and have not all attended safeguarding training. The mobile phone policy is not clearly understood. Staff are able to use their own personal mobile phones to check children's attendance. Staff do not promote children's safety well enough when conducting risk assessments or transporting children to the club. Therefore children's safety is not assured.

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 staff understand who the DSL is and that all staff understands their role and responsibilities to safeguard children | 19/07/2023 |
| ensure the safeguarding policy is understood and implemented by staff, including mobile phone use and what to do if an allegation is made against a member of staff | 19/07/2023 |
| demonstrate staff have undergone robust recruitment checks to be left in sole charge of children | 19/07/2023 |
| ensure at least one person has current first aid when taking children on outings | 19/07/2023 |
| ensure there is at least one level 3 qualified member of staff, and half of all other staff are qualified to level 2, on site at all times when early years aged children are in attendance | 19/07/2023 |
| take all necessary steps to prevent unauthorised persons from entering the premises by ensuring the premises are secure | 19/07/2023 |
| ensure risk assessments are understood and implemented, including the safe storage of medication | 19/07/2023 |
| demonstrate that vehicles in which children are transported and the driver of those vehicles, are adequately insured | 19/07/2023 |
| ensure required documentation and records are easily accessible and available for inspection. | 19/07/2023 |

Setting details

| | |
|--|---|
| Unique reference number | 2634523 |
| Local authority | Kent |
| Inspection number | 10285987 |
| 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 | 3 to 13 |
| Total number of places | 30 |
| Number of children on roll | 55 |
| Name of registered person | Hubbub Out of School Club Ltd |
| Registered person unique reference number | 2634522 |
| Telephone number | 07942937006 |
| Date of previous inspection | Not applicable |

Information about this early years setting

Hubbub Out of School Club opened in 2019 and re-registered in 2021. The Club is based at Temple Grove Academy, in Tunbridge Wells, Kent. The Club is open from 7am to 9am and 3pm to 6pm each weekday during term time and all day during school holidays. There are eight staff who work at the Club.

Information about this inspection

Inspector
Pippa Clark

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.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector spoke to children, to find out about their time at the setting.
- 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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023