

# Inspection of 4 Community Trust

63A Crosswells Road, Oldbury, West Midlands B68 8HH

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Inspection date:

22 August 2023

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

**This  
inspection**

**Not met (enforcement)**

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Previous  
inspection

Met

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

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

Children's safety and welfare are not assured. Leaders and managers do not ensure that the premises remain secure to prevent unauthorised persons entering or children leaving unsupervised. Staff do not fully understand different safeguarding issues and how to respond to signs that could mean a child is at risk of harm. Managers access personal mobile phones in areas where children play, which impacts on the safeguarding of children. Leaders and managers do not recognise the negative impact on children's emotional well-being of some strategies that staff use to manage their behaviour, such as shouting at children.

Staff do not know each child well enough. Although they plan some activities for children, they do not always consider each child's individual needs. For example, younger children who are new to the setting are taken on a long walk to a park. Staff do not recognise when they are struggling with the expectations and fail to respond appropriately. As a result, older children are left to pull younger children along. This causes them some frustration, which affects their enjoyment. That said, children do enjoy their time at the park when they eventually arrive. They practise their physical skills, such as climbing and balancing, as they negotiate and use different equipment. At the club, children develop their independence as they help to make their own snacks and meals.

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

- Since the last inspection, the provider has failed to monitor the quality of provision closely enough. As a result, many requirements set out within the 'Statutory framework for the early years foundation stage' are not being met. This impacts on the safety and welfare of children attending.
- Leaders and managers do not recognise risks to children's safety with regard to the security of the premises. Fire exits are left open to let air in. They do not consider risks of unauthorised people being able to enter the club, or children being able to leave unsupervised. This puts children's safety at risk.
- The provider has not ensured that all staff understand safeguarding procedures. Leaders and managers do not follow the club's policy for the safe use of mobile phones and cameras. Staff lack knowledge of some safeguarding issues. They do not know how to report any concerns they may have about the safeguarding of children or conduct of staff in line with the procedures of the local safeguarding partners. This means children are not properly safeguarded.
- Staff, including leaders and managers, do not understand how to manage children's behaviour in an appropriate way. They do not consider shouting at children to be inappropriate and, therefore, this is not challenged. Staff have unrealistic expectations for children's behaviour. For example, on long walks, all

children are told that they cannot talk to each other or drink from their bottle until they arrive at the destination. Staff have too little regard for the emotional well-being and welfare of children who attend.

- Although children are allocated a key person, staff do not get to know each child well enough from the offset. Key persons do not know basic information about children, such as their age or individual needs, in order to plan activities with age and developmentally appropriate expectations for them. As a result, the care and experiences that children receive are not tailored well enough to meet their needs.
- Staff do not obtain relevant information about children's abilities and needs from parents or other settings where they may attend. They rely on waiting for children to start school to find out about their development. This means that staff are not always able to provide support for children where it may be needed. That said, children with special educational needs and/or disabilities receive some support during their time at the club. Staff spend dedicated time providing activities and interactions, which helps them to settle.
- Leaders and managers do not monitor staff's knowledge and skills in order to swiftly identify and address weaknesses. They do not provide all staff working at the club with opportunities for supervision. This means that staff do not receive enough feedback about their performance to enable them to improve, or have opportunities to discuss sensitive issues or concerns. This impacts on the interests of children.
- Parents provide positive reviews of the club. They say that their children enjoy attending and participating in different activities each day. Parents recognise progress in their children's independence during their time attending the club.

## **Safeguarding**

The arrangements for safeguarding are not effective.

Staff do not have an up-to-date knowledge of safeguarding issues. They do not demonstrate a secure understanding of all risks to children. Staff do not know the correct procedures to follow if they have a concern about the welfare of a child or conduct of a member of staff. They are not familiar with the procedures for the local safeguarding partners to ensure concerns are reported to the correct agencies in a timely way. Although there is a policy in place for the safe use of cameras and mobile phones, this is not implemented effectively. Leaders and managers fail to ensure that the premises remain secure to keep children safe.

## **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>
ensure that the premises remain secure at all times to prevent unauthorised persons entering or children leaving unsupervised	13/09/2023
implement an effective policy and procedure for the safe use of mobile phones and cameras	13/09/2023
ensure that all staff have an up-to-date knowledge of safeguarding issues and know the procedures to follow to report any child protection concerns in line with the procedures of the local safeguarding partners	13/09/2023
ensure that all staff understand how to manage children's behaviour in an appropriate way	13/09/2023
implement an effective key-person system which ensures that staff have a sufficient knowledge and understanding of each child and their needs in order to provide tailored care and experiences that meet their individual needs	13/09/2023
ensure that there is a regular two-way flow of information with parents and other settings where children attend to obtain necessary information and help meet every child's needs	13/09/2023
put appropriate arrangements in place for the supervision of all staff to effectively monitor their practice and provide opportunities to discuss any sensitive issues.	13/09/2023

## Setting details

<b>Unique reference number</b>	2514820
<b>Local authority</b>	Sandwell
<b>Inspection number</b>	10307406
<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>	4 to 10
<b>Total number of places</b>	40
<b>Number of children on roll</b>	418
<b>Name of registered person</b>	4 Community Trust Community Interest Company
<b>Registered person unique reference number</b>	2514819
<b>Telephone number</b>	07365526220
<b>Date of previous inspection</b>	24 June 2021

## Information about this early years setting

4 Community Trust registered in 2019. It is located in Oldbury, Sandwell. The club operates Monday to Friday, all year round. During school term times, sessions are from 7.30am until 9am and 3pm until 6pm. During school holidays, sessions are from 7.30am until 6pm. There are eight members of childcare staff employed. Of these, one holds qualified teacher status and seven hold qualifications at level 3.

## Information about this inspection

### Inspector

Lisa Bennett

## Inspection activities

- The inspector discussed any continued 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 wraparound care manager and inspector completed a learning walk to gather information about how the provision is organised.
- The inspector took account of written views from parents.
- Children spoke to the inspector and gave their views of the club.
- The inspector observed children playing and considered the interactions between staff and children.
- 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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