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After School (uk) Ltd
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Our Reference EY469342

Dear After School (UK) Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Frank Kelly, monitored your provision on 22/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 27/02/2014, we sent you a notice to improve. If you were set actions at the inspection, or as a result of our subsequent monitoring or investigations, these are included at the end of this letter unless we have already verified that they have been completed.

During the monitoring visit, the inspector discussed with you, the club's manager and your senior coordinator the steps you have taken to address the actions raised in the notice to improve. He undertook a tour of the premises during which he viewed the changes made to children's access to resources both indoors and outside. The inspector viewed children's learning records, activity planning and the revised communication records between the staff and the reception teacher at the school. He viewed the records for Disclosure and Barring Service checks and the evidence of qualifications and training held for all adults who have contact with the children. The inspector discussed with you and your senior staff the steps taken to update staff's understanding of safeguarding and child protection. The inspector noted that you do not yet have an action plan in place but he discussed your plans for the future to address the issues raised. He also held a telephone conversation with a representative from the local authority.

The inspector found that while you have begun to address some of the actions raised, you have not developed a sufficiently focussed action plan to support improvement. As a result, you have not supported staff and taken action with sufficient robustness to tackle all areas, which were identified as needing to improve at your last inspection.

The inspector found that you have addressed some of the areas for improvement. The manager of the club has liaised closely with the reception teacher of the school to identify how staff can best complement children's learning while attending the club. Your manager shared with the inspector records of activities planned for children, which securely link to the comments from school staff. For example, staff provide creative activities, such as making cards with an aim to encourage children to practise their emergent writing in a fun way. The inspector observed that children now have access to a suitable range of activities, toys and other equipment, which provides them with sufficient breadth across all seven areas of learning while in your care. In addition, you explained to the inspector about additional funding provided by the company, which has allowed staff to purchase new equipment. Consequently, children have a wider range of developmentally appropriate resources available to them both indoors and outside.

The inspector found that all records in relation to staff's suitability and qualifications are now available. In particular, those for the staff who provide the care during the holiday periods. This information was not readily available at the last inspection. This means that this welfare requirement of the Early Years Foundation Stage is now being met. This also applies to the requirements of both parts of the Childcare Register with regard to the suitability of adults caring for the children. You showed the inspector your policies and procedures for child protection and safeguarding children. However, you acknowledged that they lacked sufficient specific detail in relation to the requirements of the Local Safeguarding Children Board and were not readily available for staff. In addition, the staff present shared certificates to evidence their completion of an online safeguarding children training module, which they have completed since the last inspection. However, during discussion about the procedures to follow with some of the staff; it became evident that they lacked an understanding of who to contact and what to do. In particular, with regard to the steps they should take to report concerns; should you or other registered individuals of the company not be available. In addition, while contact details for some of the relevant agencies were eventually located you acknowledged that this was not yet sufficiently adequate to fully support your staff. As a result, the practice is not sufficiently robust to protect children or to sharply meet the requirements of the Early Years Foundation Stage and both parts of the Childcare Register. Further action is required to improve the support for staff. The inspector acknowledged that you have made contact with a representative from the local authority and that a meeting was arranged for the day after the monitoring visit. During this visit, you indicated and this was also reiterated by the local authority representative, that you plan to create an action plan. You explained that you intend to commission a specific training package for staff regarding safeguarding training that is fully compliant with the Local Safeguarding Children Board requirements.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

Next steps

The next step will be further monitoring.

If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson
National Director, Early Education

Actions

Action	Due date	Closed date
ensure that records of information about the way staff have been vetted are consistently maintained; and that they include evidence of how staff's identity and qualifications have been established; along with the required records relating to the Disclosure and Barring Service checks and that these are easily accessible and available for inspection	31/03/2014	22/05/2014
ensure the designated member of staff who takes lead responsibility for safeguarding children has completed the required, relevant child protection training to enable them to provide support and guidance to other staff that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect	31/03/2014	02/06/2014
have effective systems to ensure that any person caring for children is suitable to work with children and includes obtaining an enhanced Disclosure and Barring Service check (Compulsory part of the Childcare Register)	31/03/2014	22/05/2014
have effective systems to ensure that any person caring for children is suitable to work with children and includes obtaining an enhanced Disclosure and Barring Service check (Voluntary part of the Childcare Register).	31/03/2014	22/05/2014
improve liaison with school teaching staff to ensure information is gathered about children's development within the school so that staff can provide consistent support to complement their day in school	31/03/2014	22/05/2014
improve the range of toys and equipment to provide stimulation and challenge so that children are able follow their own	31/03/2014	22/05/2014

interests and make choices in their play.

ensure the designated member of staff who takes lead responsibility for safeguarding children has completed the required, relevant child protection training to enable them to provide support and guidance to other staff that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect 22/07/2014

ensure that the procedures for safeguarding children are rigorously understood by staff, so that they are followed robustly at all times (compulsory part of the Childcare Register). 22/07/2014

ensure that the procedures for safeguarding children are rigorously understood by staff, so that they are followed robustly at all times (voluntary part of the Childcare Register). 22/07/2014