

Inspection date

3 March 2015

Previous inspection date

1 December 2011

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Requires improvement	3
The contribution of the early years provision to the well-being of children		Good	2
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The provider has not designated some specific roles. She has not named a deputy who can take charge in the manager's absence.
- Supervision arrangements are not effective. Consequently, training needs are not successfully identified and met to effectively promote the best outcomes for children.
- The provider does not have robust systems of self-evaluation. They do not accurately identify the strengths and priorities for improvement.

It has the following strengths

- Children are developing good communication and social skills. They are confident during their play and interactions with one another and the staff.
- Staff have a clear understanding of how to safeguard children. They recognise the importance of supervising children and risk assessing the areas they use to make sure they are safe. Staff know the procedures to follow if they have concerns about a child.
- Staff promote children's health because they provide healthy snacks and opportunities for them to exercise. They help them to follow good hygiene routines.
- Children are comfortable, happy and relaxed in the welcoming and friendly environment. They develop secure relationships with staff and positive friendships with others. This is because staff promote kindness and respect towards one another, enhancing children's social skills and emotional well-being.
- Partnerships with parents, other professionals and settings are good. As a result, the staff ensure children's needs are effectively met.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- confirm the member of staff who will take on the specific role of named deputy, who in the provider's judgement, is capable to take charge in the absence of the manager
- improve supervision procedures, so that the training needs of staff are identified and met to effectively promote the best outcomes for children.

To further improve the quality of the early years provision the provider should:

- develop the use of self-evaluation to identify priorities for improvement and to continue to improve practice.

Inspection activities

- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspector spoke to the provider, manager and children at appropriate times during the inspection.
- The inspector looked at children's records, planning documentation and a range of other documentation, including policies and procedures.
- The inspector checked evidence of staff qualifications, evidence of their suitability to work with children and the provider's evidence of self-evaluation.
- The inspector observed children as they took part in activities.

Inspector

Jane Rushby

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This requires improvement

Children are happy and enjoy their time in the club. Staff have a secure understanding of how children learn through play and provide a range of activities that build on their interests. Staff interactions are good and children are supported well during activities. They actively engage them in conversations and purposeful discussions about what they are doing. This promotes children's speaking and listening skills. Older children enjoy projects, such as a project about space, which helps them to learn about the universe. Children are confident. Younger children make play choices from the toys and games put out for them on the tables and the floor. They talk as they play, building models out of small bricks and other construction sets. Children enjoy the social experience of being together. Overall, children are making good progress.

The contribution of the early years provision to the well-being of children is good

The key-person system helps to build good relationships and promote children's self-esteem. Staff gather information from parents during initial registration, which enables staff to help children to settle well. They ensure children's dietary needs are met. They talk with the children about the importance of healthy eating and provide nutritious snacks that include a variety of fruit. Consequently, children understand the importance of a healthy lifestyle. Children learn about good hygiene and wash their hands before eating. Children's behaviour shows that they know how to keep themselves safe. They take part in regular fire-evacuation drills, which helps them to learn what to do in an emergency. Children receive appropriate praise throughout the session. As a result, they behave well and are aware of expectations.

The effectiveness of the leadership and management of the early years provision requires improvement

The provider has not designated the specific role of deputy to any staff member. Therefore, in the absence of the manager, there is no named person in charge who in the provider's judgement, is capable to fulfil these roles and responsibilities. However, this has minimal impact as there are staffing arrangements in place to ensure that a manager or the owner is always present. There is a range of procedures and policies to support children's health, safety and well-being. Appropriate systems are in place to check that staff are suitable to work with children. Regular team discussions ensure that information about the children and activities in the club is shared. However, staff do not benefit from good supervision arrangements that successfully identify and support their training needs or raise qualification levels, in order to improve the quality of the provision overall. As a result, the provision requires improvement. Systems of evaluating what is working and what needs improvement are developing. However, these arrangements are not strong enough to highlight where there are breaches in requirements. Staff offer daily feedback to parents about how their child has been during the sessions, including information from the school. Parents comments indicate that they are very happy with the service provided.

Setting details

Unique reference number	EY321158
Local authority	Lincolnshire
Inspection number	856945
Type of provision	
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	32
Number of children on roll	86
Name of provider	Carol Bullimore and Heather Sykes Partnership
Date of previous inspection	1 December 2011
Telephone number	01522 681919

Panda's was registered in 2006. The club employs two members of staff, both of whom hold appropriate qualifications at level 3. The club opens Monday to Friday term time only. Sessions are from 7.30am until 8.50am and from 3.15pm until 6pm.

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