

# XYZ After School Club

The Lodge Room, Aboyne Lodge School, Etna Road, ST. ALBANS, Hertfordshire, AL3 5NL



<b>Inspection date</b>	2 December 2015
Previous inspection date	2 February 2010

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Not applicable	

## Summary of key findings for parents

### This provision is outstanding

- The owners continually strive for excellence and provide highly successful leadership. Robust self-evaluation at all levels leads to improvement. Managers and staff habitually reflect on their day-to-day practice to enhance the quality of experiences for children.
- Partnerships with the host school are very positive. Managers effectively exchange information about children to support their well-being and ongoing learning as they move between school and the club. Parents are very complimentary about the club. They report that their children talk enthusiastically about what they enjoy and often do not want to leave.
- Staffing arrangements are thoughtfully planned. Well-qualified and experienced managers are on duty each day to sensitively guide and support other staff, in order to build their skills and confidence. This positively motivates staff and contributes to the very high quality of the provision.
- Children's behaviour is exemplary and relationships at all levels are very strong. Staff skilfully establish expectations and promote respectful values throughout routines and play. Children show a genuine care for each other, with older children helping younger children and including them in their activities and play.
- Staff take account of children's interests and views when planning a diverse range of play, activities and experiences to complement and enhance their skills for learning. Activities are carefully planned to provide challenge and interest for children of all ages.

## What the setting needs to do to improve further

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

- strengthen further the staff supervision arrangements, in order to enhance the already very effective programme of professional development.

### Inspection activities

- The inspector observed children playing indoors and outdoors.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and owners. She looked at relevant documentation, including the club's self-evaluation and evidence of the suitability of staff working in the club.
- The inspector spoke to a small number of parents during the inspection and took account of their views.

### Inspector

Hilary Preece

## Inspection findings

### **Effectiveness of the leadership and management is outstanding**

Arrangements for safeguarding children are effective. Leaders ensure that all staff are very knowledgeable about a broad range of child protection issues. Staff demonstrate they are confident to implement safeguarding procedures as required. Recruitment systems are robust. Rigorous checks are carried out and regularly reviewed to ensure staff are suitable to work with children. Great attention is given to ensuring they have the knowledge and understanding of how to work safely and effectively. The managers vigilantly supervise young children as they collect them directly from the classrooms. There are excellent opportunities for staff to develop their knowledge and skills further through training, coaching, appraisals and staff meetings. Staff feel highly valued and confident to seek support from managers and leaders. The owners now recognise the value in re-evaluating their approach to performance management to strengthen its effectiveness even further.

### **Quality of teaching, learning and assessment is outstanding**

Many staff are experienced in working in early years settings and have excellent knowledge of how to support young children's learning. They skilfully encourage children to speak about their day to help build their communication and language skills. Staff expertly model language for thinking. They encourage children to solve their own problems and remain on task when using demanding construction materials. A comfortable and well-stocked book corner entices children to chill out and use their reading skills. Children of all ages are eager to contribute to Christmas displays. Resources are varied and challenging. Children follow complex instructions to make three-dimensional snowflakes, or freely use the materials to express their own ideas. Staff show a genuine interest in children's views as they write a letter to Santa, questioning further to extend their thoughts. Children are highly motivated and there is a wide variety of fresh activities to try. In addition to the continuous range of resources, children enjoy stimulating and interesting visits from external groups. These include exciting opportunities to learn circus skills and hip hop dancing.

### **Personal development, behaviour and welfare are outstanding**

Children's emotional well-being and safety are paramount. Staff are skilled at getting to know new children and helping them to settle. They work extremely closely with parents and school teachers to ensure they have a full knowledge of children's needs. Children are happy, confident and play together harmoniously in a remarkably calm environment. They have plenty of choice, responsibility and show high levels of independence. They decide whether to take part in quiet activities indoors or more-active play outdoors. Staff establish very clear routines that enable children to take responsibility for their belongings and personal care. A beautifully presented snack tea is offered on arrival in the club. Children help themselves to a range of nutritious and balanced foods, which are carefully planned to complement the school lunch they have already eaten. This extremely well-managed routine provides a relaxing opportunity for children to talk about and reflect on their day in school.

## Setting details

<b>Unique reference number</b>	EY397554
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	859895
<b>Type of provision</b>	Out of school provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	4 - 10
<b>Total number of places</b>	32
<b>Number of children on roll</b>	50
<b>Name of provider</b>	Claire Hall, Sarah Hogg and Catherine Hudson Partnership
<b>Date of previous inspection</b>	2 February 2010
<b>Telephone number</b>	07799855850

XYZ After School Club was registered in 2009. The club employs 13 members of childcare staff. Of these, three hold appropriate early years qualifications at level 2, 3 and 4. Sessions are Monday to Friday during term time from 3.15pm until 6pm, with an early finish time of 5pm on Friday. The provision operates a holiday club during school half terms and one week of the Easter holidays. Sessions in school holidays are Monday to Friday from 9am until 5pm, with an extended day of 8am until 6pm if required.

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