

# Silver Fox Care Club

Ravensmead CP Primary School, Chapel Street, Bignall End, Stoke-on-Trent,  
Staffordshire, ST7 8QD



<b>Inspection date</b>	18 March 2016
Previous inspection date	25 March 2015

	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
<b>The quality and standards of the early years provision</b>	Previous inspection:	Requires Improvement	3
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Not applicable	

## Summary of key findings for parents

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

- There are inconsistencies in the recruitment and selection process; in the way applicants are interviewed, how information is collected, and the organisation of staff files.
- The setting's safeguarding policy is not clear enough about the action to be taken in the event of an allegation about a member of staff.
- The provider and manager do not have a fully effective process for evaluating and improving the impact of the setting's work. They have yet to seek the views of parents and children.

### It has the following strengths

- Well qualified and experienced staff are extremely kind, caring and approachable. They develop warm and trusting relationships with children. They help children to settle quickly when they arrive at the club and they constantly reassure them. This supports children's emotional well-being.
- Very good links with parents and the host school helps staff to understand children's individual needs. They use consistent strategies to promote children's positive behaviour. They exchange information with parents and school staff on a daily basis. Consequently, this shared approach helps to compliment children's care, learning and development.
- Children are well supported to develop their independence and social skills. They choose from a wide and interesting range of activities that staff have planned and they freely select their own resources based on their ideas and interests.

## What the setting needs to do to improve further

### To meet the requirements of the Early Years Foundation Stage and the Childcare Register the provider must:

	<b>Due Date</b>
■ ensure the recruitment, selection and induction procedures are implemented in a consistent and orderly manner in particular, to identify gaps in experience and employment history	22/04/2016
■ ensure that the safeguarding policy includes a clear explanation of the action to be taken in the event of an allegation being made against a member of staff	22/04/2016

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

- take account of the views of parents and children as part of the self-evaluation of the setting.

### Inspection activities

- The inspector spoke with the provider, managers, staff, parents and children at appropriate times throughout the day and observed activities in the hall and the nurture classroom.
- The inspector looked at relevant documentation, such as policies and procedures, assessment records and evidence of the suitability of staff working at the club.
- The inspector conducted a joint observation with the provider who is also a manager of the care club.
- The inspector reviewed the improvements the provider has made since the last inspection and their plans for future improvement.
- The inspector observed the quality of staff's interactions with children during activities.

### Inspector

Lorraine Anne Lawton

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The arrangements to safeguard children are effective. Managers and staff have attended child protection training and as a result, they have a sound knowledge and are able to identify and act upon any concerns. However the safeguarding policy lacks information about how staff should act in the event of an allegation against a member of staff. There is a recruitment and induction process in place that determines the suitability of staff. However, there are some inconsistencies in the way interviews are conducted, how employment history is followed up and how induction is monitored. Parents spoken to on the day, comment very positively about the care and support that staff give to their children and that their children enjoy coming to the club. However, leaders are yet to undertake regular self-evaluation that involves parents and children and reflects the strengths and areas for improvement that will raise the quality of the provision to a higher level.

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

Staff use their skills, experience and a deep knowledge of individual children to make sure they have a happy, interesting and varied time at the club which meets their needs. Children's future skills are supported through the use of information and communication technology and board games. Staff quickly organise the routine for boys who make sudden requests to play football outside, just minutes before school starts. Children particularly enjoy taking part in craft activities, using their own ideas. They concentrate very well showing great dexterity whilst decorating Easter biscuits with tiny marshmallows and icing. They are praised for their efforts and feel a sense of achievement when they take their creations home. The key persons working with younger children are knowledgeable about the Early Years Foundation Stage. As a result, younger children benefit from one to one attention during activities that specifically supports what they are doing at school, such as writing and numbers.

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

Children are very well behaved. All staff speak respectfully to children, and they model polite manners. Children are confident to express their feelings if they are unhappy and staff listen and respond sensitively. They encourage children to negotiate during any conflict and to take turns and to share. Consequently, children learn to play with each other. Children say they like coming to the club and that they have fun and feel safe. Children's good health is promoted. Staff prepare breakfast for children as soon as they arrive and it is on offer for the duration of the session. This means that children who arrive late have the option of breakfast before they start their school day. Afternoon snacks are healthy and nutritious. Attention is given to children's individual dietary and medical needs through specific care plans.

## Setting details

<b>Unique reference number</b>	EY297684
<b>Local authority</b>	Staffordshire
<b>Inspection number</b>	1036471
<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 - 11
<b>Total number of places</b>	30
<b>Number of children on roll</b>	60
<b>Name of provider</b>	Sylvia Binns
<b>Date of previous inspection</b>	25 March 2015
<b>Telephone number</b>	07813679706

Silver Fox Care Club was registered in 2005 and is based within Ravensmead Primary School. The club employs six members of childcare staff. Of these, all hold appropriate early years qualifications at level 2 or above. The club opens from Monday to Friday, term time only. Sessions are from 7.30am until 9am, and 3.15pm until 6pm.

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