

Energy Kidz Out of School Club - The Hill



The Hill Primary School, Peppard Road, Emmer Green, Reading, RG4 8TU

Inspection date	21 June 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- The provider fails to ensure that all requirements of the early years foundation stage and the Childcare Register are met. In addition, they have not notified Ofsted of changes of manager, as required.
- Children's safety is significantly compromised. Staff deployment and supervision of children are poor. Children wander off unnoticed by staff. Staff fail to identify and minimise risks associated with access to the outdoor area, unknown adults and the additional needs of some children. Children's behaviour is not managed effectively.
- Children's health and well-being are compromised. Staff fail to obtain prior permission to administer medication. Emergency medication is not accessible and some is not stored safely. Staff do not have training to administer necessary medication.
- The key-person system does not ensure that children's care needs and emotional well-being are met. Staff's knowledge of children's medical needs is poor. Some children do not settle well as staff fail to plan for their needs.
- Staff fail to work in effective partnership with parents, the host school and other professionals. They do not gather enough information in order to support children's additional needs. Children with special educational needs are not well supported.

It has the following strengths

- Staff provide healthy snacks and follow appropriate hygiene procedures. Children enjoy outdoor play.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
<ul style="list-style-type: none"> ■ implement effective staffing arrangements to ensure that children are adequately supervised and kept safe, and that their needs are met 	14/07/2016
<ul style="list-style-type: none"> ■ ensure that staff conduct regular risk assessments in order to identify hazards and minimise risks to children's safety, including the use of outdoor equipment and spaces, and the safe storage of medication 	14/07/2016
<ul style="list-style-type: none"> ■ train staff to implement effective behaviour management procedures that support the needs of all children 	14/07/2016
<ul style="list-style-type: none"> ■ ensure that reasonable steps are taken so that children are not able to leave the premises unsupervised and that unauthorised adults are not able to enter and gain access to children in areas of the premises where cared for children are present 	14/07/2016
<ul style="list-style-type: none"> ■ implement an effective policy, and procedures, for administering medicines that includes systems for obtaining and acting upon information about a child's need for medicines and for obtaining prior written permission for the administration of any medicines 	14/07/2016
<ul style="list-style-type: none"> ■ ensure staff are trained to administer medication where it requires medical or technical knowledge 	14/07/2016
<ul style="list-style-type: none"> ■ implement an effective key-person system to ensure that every child's care and medical needs are met, and to build a settled relationship with children and their parents 	14/07/2016
<ul style="list-style-type: none"> ■ ensure there are effective arrangements in place to support children who have special educational needs and that staff have regard for the Special Educational Needs (SEN) Code of Practice 	14/07/2016
<ul style="list-style-type: none"> ■ maintain records, and obtain and share information with parents and carers, and other professionals working with the children, to ensure the safe and efficient management of the setting, and to ensure the needs of all children are met. 	14/07/2016

Inspection activities

- The inspector observed children's play during activities indoors and outdoors.
- The inspector looked at samples of records and a range of other documentation, including records pertaining to staff recruitment, ongoing suitability, accidents, medication and first-aid qualifications.
- The inspector spoke with the registered provider, area manager, staff and children at appropriate times throughout the inspection. She also spoke to the host school's business manager, headteacher and the special educational needs coordinator.

Inspector

Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff do not follow robust procedures to ensure the medical needs of the children in the group are met. Risk assessment procedures are limited and some risks have not been identified in order to protect children. For example staff fail to recognise the potential risks of allowing young children to use climbing equipment unsupervised, and of gates not being locked. Staff do not provide adequate supervision, particularly in the outdoor area. They do not monitor where children are so they are unsure of how many children have gone outside to play. Inside, children wander down corridors, which goes unnoticed by staff. This places them at risk of becoming lost or meeting unchecked adults. While staff have a suitable understanding of reporting procedures to follow should they have a concern about a child or another adult, they have failed to act upon the immediate risks to children in the club. Self-evaluation is ineffective. Managers do not identify or challenge the weaknesses in practice. The provider failed to notify Ofsted of changes to the management.

Quality of teaching, learning and assessment is inadequate

Not all children have positive play experiences. Although most children are generally happy and settled within the club, children with special educational needs do not have their needs met. They struggle to join in, for example when the noise levels during group activities rise, and are left to occupy themselves. Staff do not liaise effectively with school staff and parents to gather adequate information in order to plan for some children's needs. Staff provide an adequate range of resources, inside and outside, for children to use. Some children enjoy opportunities to engage in creative activities. For example, they make colourful designs for football shirts and enjoy building block models.

Personal development, behaviour and welfare are inadequate

Key persons do not know enough about children's medical needs to support them in an emergency. They do not know what medication has been prescribed, how to administer it or the signs to look for when children are becoming unwell. This places children at significant risk. Some emergency medication is stored in boxes on the floor next to play equipment and is accessible to young children, posing a further risk. Staff do not work in partnership with the host school to ensure effective protocols are in place to access medication that is stored on the school premises. This could lead to a delay in emergency treatment, placing children at further risk. Prior permission to administer medication has not been obtained from parents. Children's behaviour is not managed in a sensitive way. Staff fail to support some groups of children who require additional help to manage their feelings and behaviour. This has a negative impact on the safety of other children.

Setting details

Unique reference number	EY477566
Local authority	Reading
Inspection number	973818
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	4 - 8
Total number of places	80
Number of children on roll	11
Name of registered person	Energy Kidz Ltd
Registered person unique reference number	RP901001
Date of previous inspection	Not applicable
Telephone number	07824157220

Energy Kidz Out of School Club at The Hill registered in 2014 and is run by Energy Kidz Ltd. It offers a breakfast club and after-school club. These operate from the dining hall at The Hill Primary School in Caversham, in Reading, Berkshire. The breakfast club operates five days a week from 7.30am until school starts. The after-school club operates five days a week from 3.20pm to 6pm, during term time only. The club employs 14 staff. The nominated person has a qualification in playwork at level 7, one member of staff has a level 3 qualification and another has a level 2 qualification.

This inspection was carried out by Ofsted 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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