

Energy Kidz Out of School Club - Hawthorns



Woosehill Community Church, Chestnut Avenue, Wokingham, Berkshire, RG41 3RS

Inspection date	5 March 2018
Previous inspection date	6 October 2014

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

Summary of key findings for parents

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

- The management team's monitoring of staff's practice is not fully effective. Overall, the quality of staff's interactions with children are not consistently at a good level. Staff sometimes miss opportunities to help children to think and explore.
- Children's behaviour is varied. Staff do not consistently help them to understand boundaries and to develop a good awareness of how to keep themselves safe.
- Leaders do not use evaluation well enough to identify and address weaknesses in staff practice or the provision swiftly enough.
- Staff do not provide for the individual needs of all children effectively. For example, younger children do not become fully engaged in activities and staff do not encourage or motivate them to become involved.

It has the following strengths

- Staff have positive relationships with parents. They involve parents in all aspects of their children's care.
- Staff work well with other settings children attend, such as school. They share daily information to help provide continuity in children's care.
- There are a wide range of resources inside, which children enjoy exploring and investigating.

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:

	Due Date
■ improve monitoring and supervision of staff to ensure that any weaknesses in their knowledge and skills are quickly identified	30/03/2018
■ ensure children's behaviour is managed in an appropriate and consistent way to help them gain a good understanding of the expectations and boundaries, and learn how to behave well and keep themselves safe.	30/03/2018

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

- use self-evaluation more effectively to help to quickly identify weaknesses in the provision and swiftly resolve these
- develop the range of activities and experiences offered to meet all children's interests and needs, to enable children to become fully involved in their play.

Inspection activities

- The inspector observed interactions between the staff and the children during activities and assessed the impact this has on children's learning.
- The inspector questioned staff on their understanding of how to keep children safe.
- The inspector completed a joint observation of an activity with the operations manager.
- The inspector looked at relevant documentation, such as evidence of suitability of the staff working in the setting.

Inspector

Ingrid Howell

Inspection findings

Effectiveness of the leadership and management requires improvement

Leaders have a clear process of how to develop the provision and seek the views of parents to help drive improvement. However, some identified changes have not yet been implemented to help them, raise the overall standards at the provision to a good level. For example, leaders have provided some training and support for staff on how to manage children's behaviour, but the monitoring of staff practice does not fully identify inconsistencies in their knowledge and skills. Safeguarding is effective. Staff have completed relevant training to help them to identify children who may be at risk. They have a good understanding of the procedures to follow if they have any concerns about a child's welfare in their care. Robust recruitment procedures help ensure that all staff are suitable to work with children. However, ongoing staff supervision is not yet robust enough to sufficiently help develop their skills even further and raise standards to a good level.

Quality of teaching, learning and assessment requires improvement

Children make independent choices about what they would like to do and have access to a range of activities, such as art and craft. For example, they design and make Mother's Day cards. Staff sit and talk with them about what they are doing. However, too many opportunities to extend children's skills and knowledge are missed. For example, when children show an interest in the step-mother of a member of staff she misses an opportunity to talk to them about their own families and the differences and similarities between themselves and others. Furthermore, some staff do not interact effectively with children to help them build on what they already know, encourage them to use their imagination and to further develop their ideas.

Personal development, behaviour and welfare require improvement

Staff do not consistently promote the individual needs of all children effectively. For example, staff do not always encourage or motivate children to become fully involved in activities. Some staff have learnt how to manage children's behaviour, such as through training. However, staff do not all consistently follow strategies to encourage children to behave well and keep themselves safe. For example, at inspection children were observed climbing on furniture, and staff did not consistently discourage this or help children understand why this was not appropriate. Nonetheless, staff do place a good emphasis on helping children to be physically active and lead healthy lifestyles. For example, children have plenty of opportunities to play outdoors, follow good hygiene practices and learn the importance of eating healthily.

Setting details

Unique reference number	EY467461
Local authority	Wokingham
Inspection number	1071597
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	50
Number of children on roll	9
Name of registered person	Energy Kidz Ltd
Registered person unique reference number	RP901001
Date of previous inspection	6 October 2014
Telephone number	07824157220

Energy Kidz Out of School Club - Hawthorns registered in 2014 and is held at Woosehill Community Church, Wokingham, Berkshire. There are eight members of staff including the manager. Of these, four staff hold suitable qualifications in childcare, three at level 3 and one at level 4. The setting opens Monday to Friday after school term time and during the school holidays. Sessions are from 3.30pm until 6pm. The setting provides after-school care for children aged between four- and 11-years-old.

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