

The After School Club (trading Name Sussex Multisports Ltd)



Mile Oak Junior School, Graham Avenue, Brighton, East Sussex, BN41 2WN

Inspection date	27 June 2018
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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- The provider has not completed required recruitment checks on all staff to determine their suitability. This compromises children's safety.
- The designated safeguarding lead for the club has not completed appropriate training for this role, to ensure they can provide advice and support to staff and take prompt action in relation to any child protection concerns.
- The provider has not established effective systems for monitoring staff performance and developing their practice within the club.
- Systems for monitoring and evaluating the provision are not robust enough to ensure weaknesses are quickly identified and all legal requirements are met.

It has the following strengths

- Children settle into the club happily after the school day. They have positive relationships with staff, who welcome them warmly.
- Staff encourage children's self-care and independence skills well. They are good role models and encourage children to take responsibility for tasks, such as preparing snacks.
- The club offers a flexible service that is valued highly by parents.

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
■ implement robust procedures for checking the suitability of all staff working with children	27/08/2018
■ ensure the designated lead for safeguarding has attended a suitable child protection course so they can provide support, advice and guidance to staff	27/08/2018
■ establish appropriate arrangements for the supervision of staff, to provide support, coaching and training.	27/08/2018

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

- extend systems for monitoring and evaluating the provision to identify and address breaches of requirements and any other areas for improvement.

Inspection activities

- The inspector observed children and staff during activities in the indoor and outdoor areas.
- The inspector had discussions with the manager and staff about their practice.
- The inspector sampled relevant documentation.
- The inspector spoke to some parents and read feedback questionnaires, and took account of their views.

Inspector

Rebecca Khabbazi

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The provider does not have a thorough recruitment procedure. He has mainly relied on recruitment processes carried out by the host school or previous employers when appointing staff and has not completed his own suitability checks as required. The provider has not established effective systems to monitor staff's ongoing performance and provide them with appropriate support, coaching and training. Staff have an understanding of how to recognise any child protection concerns. However, as the designated safeguarding lead, the provider has not completed appropriate training to ensure he has the knowledge and understanding for this role. These weaknesses in practice compromise children's safety and well-being. Some systems for evaluating the provision are in place. For instance, staff reflect on some aspects of their practice and regularly seek feedback from parents and children to help them identify areas to improve. However, self-evaluation is not thorough enough to identify all areas where requirements are not met.

Quality of teaching, learning and assessment is good

Staff get to know children well and provide a wide variety of resources and activities that they enjoy. They request information from parents about children's interests and needs, and work closely with the school to provide continuity in children's care. There is a well-organised routine and children have fun playing inside and out in the playground. Staff join in with their activities and games as appropriate, giving encouragement and support. They include younger children in larger group activities well, for instance, they make sure they have an opportunity to voice their opinion. Children become absorbed in creative activities. They enjoy making models with construction materials or with play dough, dressing up or playing board games. They benefit from playing energetic games outside and have fun spending time with their friends.

Personal development, behaviour and welfare are inadequate

The weaknesses in the leadership and management of the club mean that children's welfare is not assured. Nevertheless, staff supervise children effectively and check the premises thoroughly to make sure they play safely while they are at the club. Staff are caring and friendly. They encourage children to show good manners and be kind to one another. For instance, new children each have a 'buddy' who helps them settle into the club. Children quickly form friendships. Older children take care of their younger friends and willingly include them in their games. Staff offer children a variety of nutritious options at snack time and help them develop an understanding of healthy eating. For instance, children talk about the nutritional content of different food and identify things that are good and bad for them to eat.

Setting details

Unique reference number	EY500418
Local authority	Brighton & Hove
Inspection number	1053739
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	30
Number of children on roll	18
Name of registered person	Sussex Multisports Ltd
Registered person unique reference number	RP535413
Date of previous inspection	Not applicable
Telephone number	01273294880

The After School Club registered in 2016. It operates from Mile Oak Primary School in Brighton, East Sussex. The club provides after-school care each weekday from 3pm to 6pm, during term time only. There are three staff, one of whom holds a relevant childcare 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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