

All My Friends Childcare Ltd After School and Holiday Club

Hucclecote Methodist Church, 120 Hucclecote Road, Gloucester, GL3 3SB



Inspection date

29 July 2016

Previous inspection date

17 August 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Met	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Good	2
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 provider does not use rigorous systems to ensure that all staff are suitable for their roles. Although the manager and staff have Disclosure and Barring Service checks, the provider has not ensured that the manager holds an appropriate qualification for managing a group setting where there are children of nursery age attending.
- The provider does not ensure that there is a named deputy to take charge when the manager is not on site. Parents and staff do not know who is in charge in the manager's absence if they wish to discuss aspects of the club and care of the children.
- The provider does not ensure that staff supervisions are carried out. Staff do not receive regular coaching and training to support their personal effectiveness and to help them make ongoing improvements to children's experiences at the club.
- The provider has not maintained systems for record-keeping to ensure that all relevant documents are available for inspection.
- The self-evaluation process is not effective to identify and target all areas of weakness and breaches in requirements.

It has the following strengths

- Staff support children well to assess and manage risks. For example, when exploring in the woods, they helped children to move branches and logs to create the walls and roof of the den they made.
- Staff provide children with plenty of opportunities to make choices about what they want to play with.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
■ ensure that the manager holds an appropriate qualification for their role and the ages of children attending	01/09/2016
■ ensure that there is a named deputy in charge in the absence of the manager and ensure that staff and parents are informed of who this is	01/09/2016
■ implement regular staff supervision to provide a culture of support and training, to develop further their personal effectiveness and make ongoing improvements to children's experiences in the club	01/09/2016
■ improve the record-keeping for the provision to make sure that all required documentation is available for inspection, with particular regard to paediatric first aid certificates.	01/09/2016

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

- improve systems of evaluation to identify and target all areas for improvement.

Inspection activities

- The inspector observed the quality of staff interactions with children indoors and outdoors, and accompanied them on an outing to the park.
- The inspector carried out a joint evaluation with the senior practitioner.
- The inspector took into account the views of parents spoken to during the inspection.
- The inspector spoke to staff and children at appropriate times during the inspection, and had a meeting with the manager and owner.
- The inspector examined paperwork, including children's records, and policies and procedures.

Inspector

Anita McKelvey

Inspection findings

Effectiveness of the leadership and management requires improvement

The provider and manager do not have a secure knowledge and understanding of the requirements. The manager does not hold an appropriate qualification for the age of children who currently attend. There is no deputy in place to take charge in the manager's absence and staff and parents do not know who to speak to if they have queries. The manager and staff state that they have completed paediatric first aid training; however, not all certificates were available during the inspection. The provider has not ensured that staff supervision processes have been implemented to help staff develop skills and knowledge to benefit children. The manager uses feedback from staff, parents and children to make changes. For example, children and staff have created a 'wish list' for new resources. However, evaluation is not accurate enough to identify all areas for improvement. Safeguarding is effective. The required ratios are maintained and staff supervise children well to help keep them safe. Staff ensure that parents sign all children in and out, and only staff open the door to the club. Staff do headcounts to check that they have the correct number of children during outings. All staff know what to do if they have concerns about the welfare of a child.

Quality of teaching, learning and assessment is good

Children enjoy their time at the club. Staff watch children as they play and help them to solve problems. For example, staff supported children to think how they could manoeuvre a large branch when they made a den in the woods. Staff encourage children's curiosity. During a visit to the park, staff helped children to compare the places on the map with what they could see when they looked out over the countryside. Children were able to spot different landmarks, such as towns and hills, and some even spotted where they lived. Children play well together creating storylines linked to real-life situations. For example, they pretended they were at the hairdressers as they used the brushes and combs to style the hair on the doll's head.

Personal development, behaviour and welfare require improvement

There is not always a designated person in charge in take responsibility for children's welfare. Nevertheless, children are happy and have fun. Staff provide photographs of toys and resources to help children choose their play. Children learn how to stay safe. For example, on an outing, staff reminded them to keep their seatbelts fastened until the car stopped and the engine was switched off. Staff are good role models for the children, supporting and recognising good behaviour well. For example, staff praised children as they completed a large puzzle together. Staff teach children to recognise healthy food choices, including through discussions at mealtimes.

Setting details

Unique reference number	EY440860
Local authority	Gloucestershire
Inspection number	1057156
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	45
Number of children on roll	5
Name of registered person	All My Friends Childcare Limited
Registered person unique reference number	RP904218
Date of previous inspection	17 August 2015
Telephone number	01452502060

All My Friends After School and Holiday Club at Hucclecote registered in 2012. It operates from a church hall in Hucclecote, Gloucester. The club opens each weekday during term time from 3pm to 6pm, and from 8am to 6pm during school holidays. There are 16 members of staff; 11 staff hold appropriate childcare qualifications at level 2, 3 or 4.

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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