

Inspection of Hubbub Out of school Club

Skidders Kent Primary School, The Avenue, Tunbridge Wells TN2 3GS

Inspection date:

4 July 2023

**The quality and
standards of early
years provision**

**This
inspection**

Not met (enforcement)

Previous
inspection

Not applicable

What is it like to attend this early years setting?

This provision does not meet requirements

Children's safety is compromised as a result of breaches to the safeguarding and welfare requirements of the 'Statutory framework for the early years foundation stage'. This includes the arrangements around safeguarding and recruitment. In addition, the activities and experiences available to children are limited.

Children know the routines of the club. They arrive and settle to choose games and snacks together. For example, they enjoy setting up characters in a wooden pirate ship and chatting together.

In the main, children play well together. However, staff do not always support children's behaviour well enough and consider the impact of their behaviour on others. At times, children become upset when playing with their friends. Staff do not always explain to children how to manage their own feelings and behaviour. This impacts on children's emotional well-being. Despite this, children say that they enjoy coming to the club. Older children help younger children to find the toilets and follow the club routines. For example, when it is time to go outside, all children line up and wait.

Children enjoy playing outside in the playground. However, staff are not always deployed effectively to ensure that they have all children within sight and hearing. This does not adequately ensure children's safety.

What does the early years setting do well and what does it need to do better?

- Leaders do not ensure that staff have a good enough knowledge and understanding of their roles. They do not monitor to ensure that staff have a robust knowledge of key policies and procedures. For example, staff do not know who the designated lead for safeguarding is. In addition, they do not know what to do in the event of an allegation or if they have concerns about a colleague.
- The procedures for the collection of children are not secure. Leaders and managers have not assured themselves that the requirements relating to staff qualifications are met. In addition, they do not ensure that staff hold the required insurance to safely transport children to and from the club in their own cars. This impacts on children's safety.
- Children have access to two rooms and the outside space. However, staff do not appropriately assess potential risks when determining which spaces to use. On the day of the inspection, children played in one room, which was too small for their needs and for the number of children. At times, this room became too noisy and children did not have adequate space to play. In addition, staff do not

recognise risks to children when on the playground. This impacts on their safety, engagement and behaviour.

- Leaders do not implement effective arrangements to ensure that there are staff who are qualified in first aid and a designated safeguarding lead when children arrive at the club. Staff working with children at the start of the session do not have the appropriate qualifications or training to know what to do if there was an incident requiring first aid or a safeguarding concern.
- Parents report that their children are happy at the club and enjoy coming. They appreciate the flexibility that the club offers and say that they have no concerns. Parents say that they are offered support for their children with special educational needs and/or disabilities.
- Leaders and managers have plans in place to make improvements. They recognise that they need additional support to ensure the smooth running of the club. They have recently invested in a new human resources system to help them to manage staff paperwork. Staff enjoy working together and talk positively about the staff meetings they have had.
- Children are encouraged to be independent. They freely access resources from low-level storage boxes and set up games to play. Children access their own water bottles and are reminded to take these with them when they go outside. They remember to wash their hands before dinner.
- Leaders and managers are able to talk about their procedures for staff recruitment and induction. However, documentation was not available on inspection to demonstrate that these processes are robust and effective in ensuring that staff are safe to work with children.

Safeguarding

The arrangements for safeguarding are not effective.

Staff are able to explain what would make them concerned about children. They are able to identify signs and symptoms of abuse. However, the designated safeguarding lead does not complete their duty to ensure that safeguarding arrangements are secure. This includes ensuring that staff have an appropriate knowledge of the procedures to follow to report any concerns. Leaders' and managers' understanding of what to report to Ofsted is not robust enough. Their understanding of the requirements of their registration and the ages of children who they can cater for is not secure. Leaders and managers have not assured themselves that staff are appropriately qualified to care for children.

What does the setting need to do to improve?

The provision is not meeting requirements and Ofsted intends to take enforcement action.

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

	Due date
ensure that the designated safeguarding lead understands their role and responsibilities, and ensure that the safeguarding policy is understood and implemented by all staff, including the process to follow if an allegation is made against a member of staff and who to report concerns to	19/07/2023
demonstrate that staff have undergone robust recruitment checks to be left in sole charge of children	19/07/2023
ensure that there is a staff member who is qualified in first aid on the premises at all times, including when transporting children in vehicles and on outings	19/07/2023
ensure that there is at least one member of staff who is qualified at level 3 on site at all times when children who are in the early years age range are attending	19/07/2023
ensure that effective risk assessments are in place, with particular regard to space requirements and the outdoor area	19/07/2023
demonstrate that vehicles in which children are transported and the driver of those vehicles are adequately insured	19/07/2023
ensure that required documentation and records are easily accessible and available for inspection.	19/07/2023

Setting details

Unique reference number	2712902
Local authority	Kent
Inspection number	10298572
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Out-of-school day care
Age range of children at time of inspection	4 to 11
Total number of places	30
Number of children on roll	32
Name of registered person	Hubbub Out of School Club Ltd
Registered person unique reference number	2634522
Telephone number	07942937006
Date of previous inspection	Not applicable

Information about this early years setting

Hubbub out of School Club Ltd is based in the grounds of Skinners Kent Primary School in Tunbridge Wells, Kent. It operates Monday to Friday from 3pm to 6.30pm, during term time only. The setting currently employs three members of staff, one of whom holds a relevant early years qualification at level 5.

Information about this inspection

Inspector

Victoria Salisbury

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- Children shared their views about their time at the setting.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The nominated individual/registered individual spoke to the inspector about the leadership and management of the setting.
- The views of parents spoken to during the inspection were taken into account.

We carried out this inspection 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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