

Inspection date	10 May 2016
Previous inspection date	31 July 2012

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
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:

- Induction procedures are not consistently robust enough to ensure that newly appointed staff are secure in their understanding and implementation of every policy and procedure to ensure children are fully protected.
- Staff supervision is not thorough enough. These sessions are not used sufficiently well to provide effective ongoing support for staff who need this, to monitor and strengthen their practice and improve their overall performance.
- Reflection on the quality of the provision is not yet effectively used or detailed enough, in order to fully identify some areas of weakness and support the staff team to bring about continuous improvement.

It has the following strengths

- Children are happy and confident individuals. They benefit from secure relationships with the staff, who know them well and treat them with kindness and respect.
- Staff develop positive partnerships with parents. They communicate well, to support children's care needs, share their achievements and pass on information provided by the school.
- The activities provided are varied and planned to support children's interest. Children can explore freely and independently. They arrive in the club with enthusiasm and are eager to join in.

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 the quality of the induction process to ensure that new staff are fully supported in their understanding and implementation of all policies and procedures	31/05/2016
■ improve the system for carrying out staff supervision and appraisal to ensure that all staff receive the necessary support and coaching they need to further improve their skills, ability and performance.	31/05/2016

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

- reflect with greater purpose on the quality of practice and use the evaluations effectively to help bring about continuous improvement in the quality of provision.

Inspection activities

- The inspector viewed all areas of the club, observed play opportunities for children and spoke to the provider, staff and children at appropriate times.
- The inspector looked at relevant documentation, such as, self-evaluation, policies, procedures and evidence of staff suitability.
- The inspector viewed evidence of staff qualifications and paediatric first-aid training.
- The inspector took account of the views of a small selection of parents through discussions and questionnaires.

Inspector

Lindsay Dobson

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. Most staff have attended safeguarding training and have an appropriate understanding of the procedures to follow if they have any concerns about a child's welfare. The manager and staff provide a safe environment for children to play in. For example, they carry out appropriate risk assessments to minimise hazards to children. Staff keep accurate records of children's arrivals and departures. The manager has some ongoing evaluation of the setting and she seeks parents' views as part of this process. However, this process is not currently effective to highlight all areas for development and fully support continuous improvements. Appropriate recruitment and vetting procedures help to ensure the suitability of staff. However, the induction process lacks some detail to make sure that new staff are fully competent to implement all policies and procedures to fully protect children. Staff receive appropriate support through supervision meetings to recognise specific training needs, such as updating their first aid. However, the manager does not consistently use these sessions to monitor, target support and develop staff performance to a higher level.

Quality of teaching, learning and assessment requires improvement

Staff offer children a varied selection of resources that is freely available for them to choose from and suitable for children who attend. Staff offer children choices, for example, about what they do and what resources they would like to use. Children have lots of fun, are enthusiastic and develop their skills. For example, children explore the construction materials, sharing ideas and helping each other to make models with paper, tools and tape. Overall, staff interact well with children, such as engaging them in conversations and joining in with their play. For example, they ask questions that encourage children to express their thoughts and talk about their experiences at school. Creative play forms a large part of children's activity in the club. Staff understand that children love to engage in this kind of activity and they support children to enjoy their time following the school day. Parents comment favourably on the wide range of art and design opportunities children have and how they enjoy seeing the completed projects children take home.

Personal development, behaviour and welfare require improvement

Children settle well in the club and have warm relationships with their key person and other staff. Parents state that they are very happy with the care their children receive. Staff keep parents well informed and share information with them about the food, drink and activities that are provided each day. Children learn about keeping themselves safe. For example, they discuss potential dangers when playing outdoors and they know how to leave the premises quickly and safely in an emergency. Staff act as good role models to children. They use effective, age-appropriate behaviour management strategies. Overall, children behave well and show care and concern for each other and staff. Children access their own belongings and help staff with tasks, such as tidying away after snack. This helps them to develop their self-help and independence skills. Children have a good understanding about hygiene practices. They wash and dry their hands at appropriate times and understand why this is important.

Setting details

Unique reference number	EY433453
Local authority	Leeds
Inspection number	1042102
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 - 11
Total number of places	24
Number of children on roll	67
Name of provider	Dawn Adams
Date of previous inspection	31 July 2012
Telephone number	07708879920

Kidzone@Shireoak was registered in 2012. The setting employs five members of childcare staff. Of these, three hold appropriate early years qualifications at level 2 or above. The setting opens from Monday to Friday, all year round. Sessions are from 7.50am until 8.50am and from 3.10pm to 6pm, during term time and 8.30am to 5.30pm, during holidays.

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