

Inspection of Mrs B's

More Park RC Primary School, Lucks Hill, WEST MALLING, Kent ME19 6HN

Inspection date:

18 January 2022

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

**This
inspection**

Not met (with actions)

Previous
inspection

Not applicable

What is it like to attend this early years setting?

This provision does not meet requirements

The manager and staff do not have a clear enough understanding of some of their safeguarding responsibilities. The designated safeguarding lead does not understand the necessary procedures to follow in the event of an allegation against a member of staff. The manager has failed to ensure that staff understand the safeguarding policy. Some staff have a poor knowledge and understanding of their responsibilities with some of the wider aspects of safeguarding. For example, they lack knowledge of the 'Prevent' duty guidance relating to risks from extreme views and ideology. Furthermore, some staff who care for children have not undergone robust suitability checks. This compromises children's safety and welfare.

Overall, children are happy and settled at the club. On arrival, they are pleased to see their friends and the staff. Children build warm and strong relationships with staff, which positively promotes their emotional well-being. They confidently ask staff for help. For example, younger children ask staff to help them fasten their coats before they go outside to play. Children behave well and demonstrate good manners. They wait patiently while their meal is being served. Children are respectful to staff. They listen to staff and respond positively to their requests. For instance, they clear away toys when they have finished with them.

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

- Recruitment and vetting procedures are not rigorous enough. The provider and manager do not ensure all suitability checks are complete for staff. Furthermore, some records to evidence safe recruitment, such as references, were not available for inspection. Therefore, it is not clear how recruitment procedures fully ensure staff are suitable. This puts children at risk of harm.
- Staff, including the manager, do not receive effective supervision. The provider and manager recognise that staff supervision meetings are 'ad hoc' and infrequent. As a result, the manager has not identified weaknesses in staff knowledge of safeguarding.
- Staff consistently check in with children and join in their play. For example, they help children promote their coordination skills as they throw and catch a ball with younger children. Staff supervise children well. They notice when children are playing alone and support them to join in with others.
- Children of all ages play together. They are respectful and kind to each other. For instance, older children help younger children to find their belongings when it's time to go home. Staff have high expectations of children's behaviour. They use the same approaches as the school, so children know the behaviour expected of them. This provides continuity for children and helps them to respect rules and boundaries.

- The provider and manager have positive relationships with the staff at the school on site. The class teacher escorts younger children to the club until they have settled, which helps support their emotional well-being. Staff ensure they pass on information from teachers to parents when they collect their children.
- Children enjoy a range of games that help to develop their problem-solving and social skills. For example, older children take turns to carefully remove small bricks from a tower, while trying to maintain its stability. They squeal with delight when it falls. Younger children play a game involving guessing which mystery character their opponent has chosen.
- Staff help children to learn about people who are different from themselves. They celebrate a wide variety of festivals, such as Chinese New Year, which promotes children's understanding of diversity and the wider world.
- Partnerships with parents are strong. Parents are very complimentary about the staff and report that their children are very happy at the club. They comment on how supportive and approachable the staff are. Parents receive daily feedback about what their child has enjoyed doing while at the club.
- Children enjoy the time they spend playing in the fresh air with their friends. Staff encourage children to engage in physical play outdoors. Older children confidently refine their balance skills as they use the climbing equipment in the school playground.

Safeguarding

The arrangements for safeguarding are not effective.

The manager's knowledge of the processes to follow in the event of an allegation against a staff member is poor. Furthermore, she has failed to ensure staff understand the safeguarding policy and procedures. Staff do not understand their responsibilities to protect children from extreme views and the risk of radicalisation. Recruitment and vetting procedures are not rigorous enough to ensure the full suitability of staff to work with children. Therefore, children's safety and welfare are not assured. Supervision processes are weak, which means the manager does not identify weaknesses in staff knowledge of safeguarding.

What does the setting need to do to improve?

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

	Due date
ensure staff understand their child protection responsibilities, including wider safeguarding issues, such as the 'Prevent' duty	31/01/2022

ensure all those with lead safeguarding roles understand the procedure to follow in the event of an allegation against a member of staff	31/01/2022
ensure all recruitment and vetting checks are accessible and available for inspection	31/01/2022
improve arrangements for the supervision of staff to identify weaknesses in knowledge to target support and training effectively	31/01/2022
ensure safe recruitment procedures are followed, including references.	31/01/2022

Setting details

Unique reference number	2532404
Local authority	Kent
Inspection number	10208502
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 10
Total number of places	15
Number of children on roll	34
Name of registered person	Mrs B's Child Care Ltd
Registered person unique reference number	2532402
Telephone number	07397143199
Date of previous inspection	Not applicable

Information about this early years setting

Mrs B's out-of-school care re-registered in 2019 and is located at More Park RC Primary School, West Malling, in Kent. It operates between the hours of 7.15am to 8.50am, and 3pm to 6.30pm, Monday to Friday, during term times. It also provides care in school holidays, Monday to Friday, from 7.30am to 6pm. The setting employs seven staff. Of these, three staff hold relevant childcare qualifications at levels 2 and 3.

Information about this inspection

Inspector

Michaela Borland

Inspection activities

- This was the first routine inspection the setting 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 setting.
- The inspector looked at relevant documentation, including safeguarding documentation and suitability checks.
- The inspector observed interactions between staff and children during activities.
- Discussions were held with the inspector and staff at appropriate times during the inspection.
- The inspector spoke with parents and took account of their views.

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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