

Inspection date	19 July 2016
Previous inspection date	24 April 2013

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Satisfactory	3
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is outstanding

- The provider and the manager are passionate about providing high quality out-of-school care and have made significant improvements since the last inspection. The key-person system is now highly effective and enables staff to provide excellent support that is precisely tailored to the needs of individual children and their families.
- Children take part with great enthusiasm in a very wide range of interesting activities. They thoroughly enjoy regular visits from a dance teacher, who introduces them to a variety of dances from different parts of the world.
- Staff provide children with an excellent balance of opportunities for free play and some planned activities. They work closely with children throughout the session, supporting them very effectively as they play. Children choose whether to play indoors or outside throughout the year.
- Children quickly learn to take responsibility for their own safety. They understand why they have to wear high-visibility jackets when they are playing outside, so that staff can easily see them in the extensive outdoor area. They learn to put their name label in the correct place to indicate whether they have chosen to stay indoors or to play outside.
- The manager works very closely with her large team of staff, who have a wide range of experience and qualifications. The manager conducts monthly supervision meetings with every member of staff. She works with them to set targets for their work each month. This helps them to focus on enhancing their performance so that they can support children's play and learning even more effectively.
- Partnership working with the school is excellent. Staff share detailed information about children's welfare and their activities in the club with the teachers in the Reception Year. They are fully aware of children's next steps in learning in school and provide play opportunities that support children's progress in school very effectively.

What the setting needs to do to improve further

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

- strengthen the planning of some activities so that children can gain as much enjoyment as possible from the activity.

Inspection activities

- The inspector observed the activities indoors and outdoors and the interactions between staff and children.
- The inspector talked to staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the club manager.
- The inspector held a meeting with the club manager and the provider. She looked at relevant documentation, such as the club's self-evaluation and evidence of the suitability of staff working in the club.
- The inspector spoke to the headteacher of the school and to a small number of parents during the inspection and took account of their views.

Inspector

Valerie Fane

Inspection findings

Effectiveness of the leadership and management is outstanding

The arrangements for safeguarding are effective. All staff complete safeguarding training as part of their induction. They have a secure knowledge of the possible signs of abuse and understand the correct procedures to report any concerns. All staff are fully aware of the guidance on the use of mobile phones or cameras in the club and take prompt and effective action if parents are using a device. Staff use designated phones to communicate between different areas of the extensive site when necessary to help to ensure children's safety. Staff work very closely with parents, who are extremely pleased with the high standard of care and the very wide range of activities available to their children. They state that children are grumpy because they have to come home. Staff undertake regular and very relevant training to further enhance their strong practice. They confidently explain how a course on making the most of the outdoors has helped them more skilfully tailor activities to meet the needs of children of differing ages who are taking part.

Quality of teaching, learning and assessment is outstanding

Children have access to a superb choice of toys and activities. Staff provide a selection of play opportunities linked to a theme. Children contribute their ideas to the planning, which staff skilfully adapt accordingly. If children are particularly enjoying a topic, staff extend the activities for a longer period to accommodate their interest. Children enjoy a scavenger hunt in the playground, looking for many different objects. Older children work well with the younger ones to help them find the items on the list. The manager reviews the activity and identifies that this could have been even better planned by providing pictures to help any children who were unable to read some of the words on the list. Children very enthusiastically take part in outdoor craft activities, such as foot printing. They become engrossed in their chosen activities and staff interact extremely well with them at all times to extend their language skills.

Personal development, behaviour and welfare are outstanding

Staff and parents work very closely together to help children settle at the club. Staff find out as much information as possible about children's interests and their individual needs and very skilfully tailor their ongoing support for each child. For example, they help particular children to learn when physical contact with adults is appropriate. Children develop extremely close relationships with their key person and with other staff at the club. They talk to them confidently and like them to join in their play. Behaviour is excellent. Staff are very effective role models and children are engrossed in their play throughout the session. Children make frequent use of the extremely well-resourced outdoor area for fresh air and exercise. They thoroughly enjoy the regular availability of a trained sports coach from the school and this helps them to develop very good ball skills. Children have excellent opportunities to learn about other cultures. They join in themed activities from different countries around the world, tasting new foods and learning about their customs. For example, they try olives, feta and hummus when learning about Greece. Children have a healthy and balanced cooked tea. They serve their own meals and this helps them to learn to decide for themselves how much to eat.

Setting details

Unique reference number	EY440436
Local authority	Hertfordshire
Inspection number	1041494
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	74
Number of children on roll	186
Name of registered person	Fusion Childcare Services
Registered person unique reference number	RP531289
Date of previous inspection	24 April 2013
Telephone number	07879811927

Fusion Childcare Services was registered in 2011. The club employs 17 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 2 or above. The club opens from Monday to Friday during the school term. Sessions are from 7.45am until 8.45am and from 3.15pm until 6.15pm.

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