Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

Busy Bees After-School and Holiday Club

Builth Wells CP School
Hospital Road
Builth Wells
LD2 3GA



Date Inspection Completed

04/04/2023

About Busy Bees After-School and Holiday Club

Type of care provided	Children's Day Care Out of School Care
Registered Provider	Powys County Council Child Care and Play Services
Registered places	60
Language of the service	Both
Previous Care Inspectorate Wales inspection	This was the post registration inspection
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	This service is working towards providing an 'Active Offer' of the Welsh language and demonstrates a significant effort to promoting the use of the Welsh language and culture.

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Well-being	**Good**
Care and Development	**Good**
Environment	**Good**
Leadership and Management	**Good**

For further information on ratings, please see the end of this report

Summary

Children are happy and enjoy their time at the setting. They have positive relationships with care staff and form strong friendships with their peers. Children are confident to make choices and they engage well in activities available to them.

Staff follow the setting's safeguarding policy and procedures effectively to ensure children are safe and their well-being is promoted. Care staff provide a nurturing and caring environment. They understand and meet the children's individual needs effectively.

Children are cared for in a safe and clean environment with plenty of indoor and outdoor space to play. Care staff have identified unnecessary risks to children and as far as possible, eliminated them. Children have access to furniture, equipment, and a large selection of toys and materials that are appropriate and suitable for their needs. Resources are of a suitable design and in good condition and are well maintained.

People who run the setting have a clear statement of purpose, which describes the vision for the setting well. They actively support and challenge everyone to do their best. People who run the setting follow safe and thorough recruitment processes to ensure there are sufficient qualified and experienced care staff for the range of children cared for.

Well-being — Good

Children make their own decisions about how they spend their time at the club and can direct their own play. They are confident to initiate games and ask for support from care staff when needed. We observed children working together to build a cave and create spears. They have close bonds with familiar adults who help them feel secure and relaxed. Nearly all children are happy to play alongside each other.

Children value their time at the setting. Several children told us they enjoy the opportunity to play with their friends and to make new friends from other schools. They have good relationships with care staff, and we heard children sharing information about their families and upcoming holidays with them. Children from a wide age group attend the setting and overall, older children are supportive of younger children and are regarded as role models. Children are confident and enjoy chatting with us and asking about our roles.

Children choose from a good range of activities, which are stimulating and interesting. For example, ball games, den building, drawing and colouring, board games and craft activities such as creating Easter cards. Children wash and sanitise their hands independently and regularly throughout the session, as well as before snack and mealtimes. Both Welsh and English language is used at the setting.

Care and Development — Good

Care staff follow the health and safety procedures in place effectively to ensure the well-being of children. All care staff have completed first aid, food hygiene and safeguarding training. Care staff give safety messages to children in order to avoid any accidents. For example, reminding the children that the climbing frame is out of use. Care staff clean all surfaces before children sit down to have their snack and lunch, thus minimising the risk of cross infection. Care staff carry out regular fire drills. However, records are very minimal.

Care staff manage children's interactions well, helping the children to cooperate and learn social skills. Care staff sit and chat with the children responding appropriately to discussions. They remind younger children to be considerate and respect other children's work. They offer affectionate praise and encouragement throughout the session and console children who are upset. Care staff respect children who are happily playing alone and want their own space. However, they offer the opportunity to join in group activities if they want to.

Care staff meet children's individual needs as they know them well. They provide a nurturing and caring atmosphere and give responsive care, as they know and act upon details the parents share, both verbally and in registration forms about their children.

Care staff promote children's development by planning and providing good play and learning experiences. The person in charge plans weekly activities so children know what they will be doing. However, these are flexible should children want to do something else on the day. Care staff give verbal feedback clearly to parents at pick up times, keeping them well informed about their children's progress.

Environment — Good

People who run the setting ensure that the environment is safe, secure and that children are supervised well. All areas, indoors and outdoors, are hazard free and care staff carry out thorough risk assessments. All visitors sign in upon arrival and departure. Care staff record theirs and children's arrival and departure times daily. This means care staff can account for all persons present at the setting at all times.

People who run the setting provide a child friendly environment. Indoors, children use suitable sized chairs, tables and furniture, meaning they can take part in activities comfortably. Children can access equipment and resources independently. They also have access to a large outdoor area which includes the school playground and a nearby field, giving plenty of space for children to develop their physical skills.

People who run the setting ensure children have access to a range of good quality, play and learning resources. Activities and toys are available in sufficient quantity to ensure children have an interesting choice. All toys and games are kept clean, in good order and stored at children's height. Equipment and furniture are suited to the ages of children attending.

Leadership and Management — Good

People who run the setting promote good outcomes for children. Care staff tell us they are happy and well supported. There are consistent practices throughout the setting and care staff work well as a team. People who run the setting comply with regulations. They have an updated statement of purpose that reflects what is being offered.

People who run the setting know their service well. Care staff confirm they have a good experience during their employment, and some have been there for several years. People who run the setting consult with children and care staff as part of the evaluation process and plan ahead for the next holiday club and after school club.

People who run the setting manage the care staff effectively through regular supervision and appraisal meetings. Staff files include all the correct supporting documents and robust checks have been carried out prior to employment, ensuring children are cared for by suitable and competent staff.

Parents are kept informed about their child's day through verbal feedback. Parents told us the service is invaluable and their children enjoy attending and meeting their friends over the holidays.

Summary of Non-Compliance	
Status	**What each means**
New	This non-compliance was identified at this inspection.
Reviewed	Compliance was reviewed at this inspection and was not achieved. The target date for compliance is in the future and will be tested at next inspection.
Not Achieved	Compliance was tested at this inspection and was not achieved.
Achieved	Compliance was tested at this inspection and was achieved.

We respond to non-compliance with regulations where poor outcomes for people, and / or risk to people's well-being are identified by issuing Priority Action Notice (s).

The provider must take immediate steps to address this and make improvements. Where providers fail to take priority action by the target date we may escalate the matter to an Improvement and Enforcement Panel.

Priority Action Notice(s)		
Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A

Where we find non-compliance with regulations but no immediate or significant risk for people using the service is identified we highlight these as Areas for Improvement.

We expect the provider to take action to rectify this and we will follow this up at the next inspection. Where the provider has failed to make the necessary improvements we will escalate the matter by issuing a Priority Action Notice.

Area(s) for Improvement		
Regulation	Summary	Status

N/A	No non-compliance of this type was identified at this inspection	N/A

Where we find the provider is not meeting the National Minimum Standards for Regulated Child Care but there is no immediate or significant risk for people using the service, we highlight these as Recommendations to Meet National Minimum Standards.

We expect the provider to take action to address these and we will follow these up at the next inspection.

National Minimum Standards	
Standard	Recommendation(s)
	No NMS Recommendations were identified at this inspection

Where we think it helpful, we may make best practice recommendations. These are to encourage settings that are doing well to become even better at helping children thrive.

Best Practice
Recommendation(s)
To ensure fire drill logs are detailed.

Ratings	What the ratings mean
Excellent	These are services which are committed to ongoing improvement with many strengths, including significant examples of sector leading practice and innovation. These services deliver high quality care and support and are able to demonstrate that they make a strong contribution to improving children's well-being.
Good	These are services with strengths and no important areas requiring significant improvement. They consistently exceed basic requirements, delivering positive outcomes for children and actively promote their well-being.
Adequate	These are services where strengths outweigh areas for improvement. They are safe and meet basic requirements but improvements are required to promote well-being and improve outcomes for children.
Poor	These are services where important areas for improvement outweigh strengths and there are significant examples of non-compliance that impact negatively on children's well-being. Where services are poor we will take enforcement action and issue a non-compliance notice.

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