

Erith Leisure Centre

Inspection report for early years provision

Unique Reference Number	115396
Inspection date	19 August 2008
Inspector	Elaine Marie McDonnell
Setting Address	Erith Sports Centre, Avenue Road, Erith, Kent, DA8 3AT
Telephone number	01322-350271
E-mail	erith@parkwood-leisure.co.uk
Registered person	Parkwood Leisure PLC
Type of inspection	Childcare
Type of care	Out of School care, Crèche

ABOUT THIS INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality of childcare and, if applicable, of nursery education. The inspection was carried out under Part XA Children Act 1989 as introduced by the Care Standards Act 2000 and, where nursery education is provided, under Schedule 26 of the School Standards and Framework Act 1998.

This report details the main strengths and any areas for improvement identified during the inspection. The judgements included in the report are made in relation to the outcomes for children set out in the Children Act 2004; the National Standards for under 8s day care and childminding; and, where nursery education is provided, the *Curriculum guidance for the foundation stage*.

The report includes information on any complaints about the childcare provision which Ofsted has received since the last inspection or registration or 1 April 2004 whichever is the later.

The key inspection judgements and what they mean

Outstanding: this aspect of the provision is of exceptionally high quality

Good: this aspect of the provision is strong

Satisfactory: this aspect of the provision is sound

Inadequate: this aspect of the provision is not good enough

For more information about early years inspections, please see the booklet *Are you ready for your inspection?* which is available from Ofsted's website: www.ofsted.gov.uk.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are inadequate - notice of action to improve. The registered person does not meet the National Standards for under 8s day care and childminding.

WHAT SORT OF SETTING IS IT?

Erith Sports Centre Crèche has been registered since 1993 and the out of school provision was included in 2005. Up to 12 children under the age of five years may be cared for in the crèche at any one time. The crèche operates each weekday between the hours of 09.15 and 15.00. Children can attend for a maximum of two hours, however, the majority of children attending the crèche do so for one hourly sessions.

The out of school club can accommodate up to 48 children under eight years at any one. Children over eight years are also cared for. The provision operates each weekday during school holidays between the hours of 07.30 and 17.30. Children have the use of various rooms and areas within the centre including the swimming pool. The soft play area is not in use at the time of inspection as it is currently being refurbished. Children in the crèche have access to an attached, enclosed outdoor play area and children in the out of school club have access to the main sports hall, as well as other rooms, the swimming pool and they also visit a nearby play park on a regular basis.

Four members of staff are employed to work directly with children in the crèche, with two or three on duty each session in line with required ratios. All members of staff employed in the crèche have appropriate early years qualifications. There are 11 members of staff employed to

work directly with children in the out of school provision, not all are on duty at all times. Of these, three members of staff have an appropriate childcare qualification.

THE EFFECTIVENESS OF THE PROVISION

Helping children to be healthy

The provision is satisfactory.

Children stay healthy as domestic staff are employed to ensure that the premises and equipment are kept clean. Children understand simple, good health and hygiene practices, such as hand washing as this is promoted throughout the daily routine.

Comprehensive accident procedures are in place to protect children's overall health and staff have obtained consent from parents to seek emergency medical advice or treatment, if required. However, there are no procedures to be followed if a child becomes ill whilst at the setting and parents do not always sign accident records.

Children are appropriately nourished. They can choose to bring a packed lunch and snack to the out of school club or can order hot food from the leisure centre canteen. Drinking water is made readily available and staff obtain written information from parents about children's individual health and dietary needs. Children learn about healthy living during some activities, such as making fresh fruit skewers.

Children have good opportunities to enjoy physical activity as action games are included in the planning on a daily basis. Younger children in the crèche have access to an outdoor play area and various physical play equipment indoors. Children also have opportunities for restful activities, such as drawing and colouring in and can sleep according to their needs and individual routines.

Protecting children from harm or neglect and helping them stay safe

The provision is inadequate.

Some steps are taken to ensure that children are cared for in a safe environment, for example, they are registered in and out of the provision by their parents, the crèche room is kept secure and staff check play and sports equipment for safety before use. However, staff are not fully aware of what risk assessments have been conducted. Children learn to keep themselves safe when involved in fire drills. Fire procedures are clearly recorded and the dates of drills are also recorded in the crèche.

Appropriate steps are taken to ensure that children are kept safe when playing outdoors and when on outings, for example, they are well supervised by staff and outdoor areas are checked first for safety, however, there is no evidence that a risk assessment has been conducted for regular visits to the nearby play park.

The environment is warm and welcoming for the children with activities attractively presented for them in both the crèche and the out of school areas. Children in the crèche have easy access to a varied range of toys, equipment and furniture. Staff in the out of school club access and set out the resources for children for safety reasons, so that children do not need to enter store cupboards. Staff ensure that resources are safe and suitable for children's use through checking procedures.

Children's welfare is not sufficiently safeguarded as staff in both the crèche and the out of school club do not demonstrate an acceptable knowledge and understanding of child protection issues, including the different areas and possible signs of abuse. They are not aware of Local Safeguarding Children Board (LSCB) procedures or of the child protection procedures of the setting.

Helping children achieve well and enjoy what they do

The provision is satisfactory.

Children in the out of school club are involved in a suitable range of activities that cover all areas of development, for example, badminton, basketball, drawing and visits to nearby local play park. Activities are pre-planned and recorded, these include physical play, making healthy food, outdoor activities, competitive games, such as cricket and mini athletics, hand painting, bouncy castle, arts and crafts and a disco.

There are no children present in the crèche during the inspection, however, one child arrived towards the end of the visit. There is a wide range of toys and activities attractively presented in the crèche including physical play equipment, small world people, construction, role play items and books. Staff in the crèche are not aware of 'Birth to three matters' and do not make appropriate use of the framework to plan activities for younger children.

All children observed show interest in what they do and enjoy the activities and resources available. Children in the out of school club have some opportunities to be independent and use their initiative, for example, they can have choices about activities they would like to be involved in and what they would like for lunch. They respond to challenge and concentrate well when involved in the various activities, such as badminton and drawing.

Children in the out of school club have some opportunities to learn about wider society and begin to appreciate their own culture and the cultural traditions of others, for example, they participate in activities relating to Halloween, St. Patrick's Day and St George's Day. Children in the crèche have access to different resources which positively reflect diversity, such as books.

Helping children make a positive contribution

The provision is satisfactory.

Equal opportunities is appropriately promoted as all children are included and involved. A basic statement is in place in relation to additional education needs, however, this does not comply with current legislation as it does not state how staff would identify and attempt to meet children's individual learning difficulties or disabilities.

Children enjoy being in the setting and present as being settled and happy, they make positive relationships with adults and peers. They also present as being well behaved. Appropriate written procedures are in place for managing children's behaviour.

The setting works in partnership with parents and carers. Parents are kept informed of their child's development and progress through regular discussions with staff. Parents also receive some useful written information about the provision. There is a suitable complaints procedures in place, however, this does not include details of the regulator.

Organisation

The organisation is inadequate.

Recruitment, vetting and induction procedures are sufficiently rigorous and robust to ensure that children are well protected and cared for by staff with relevant experience. However, Ofsted have not been informed of changes to management, changes to the nominated person or changes to use of rooms, this is a breach of regulations.

Staff have access to an appropriate appraisal system and to some in-house training and development courses, such as collection and control of children, confidentiality and the child protection policy. However, staff do not have regular access to other relevant training courses, for example, those run by the local authority.

Staff demonstrate as having high regard for the well-being of all children and offer them good support and attention. Adult to child ratios are effectively maintained throughout the day and are sometimes above minimum recommendations, such as at the time of the inspection. This contributes positively to children's care, learning and play. However, the deployment of staff is in the out of school is not effective enough to ensure that there is always at least one member of staff on duty with a first aid certificate at any one time, for example, for the first hour on a morning. Also a minimum of 50% of staff in the out of school club do not hold a relevant child care qualification. Also, when the crèche and out of school club managers are not on duty, the deployment of staff is not sufficiently effective to ensure that there is a suitably qualified person to take charge.

Not all policies and procedures required for the safe and efficient management of the setting are available and staff are not fully aware of the policies and procedures which are in place. There are some procedure documents available in the out of school club that are not available in the crèche and vice versa, such as illness procedures, lost child and child protection. Overall, the provision does not meet the needs of the range of the children for whom it provides. The crèche and out of school provisions are not effectively or consistently managed.

Improvements since the last inspection

At the previous inspection the provider was asked to improve staffs awareness of child protection issues and procedures. This has not been addressed and has been raised as an action at this inspection.

The provider was asked to ensure that all information and documentation is updated. Not all documentation is available for inspection, for example, staff records and some policy and procedure documents and staff are not fully aware of the ones that are in place.

The provider was asked to ensure that fire evacuation procedures are in place and that regular logged fire drills are carried out. Procedures are in place, are practised and are logged by crèche staff.

The provider was also asked to ensure that a suitably qualified person is appointed as deputy to take charge in the absence of the senior crèche assistant. This has not been addressed and has been raised as an action at this inspection for both the crèche and the out of school club.

Complaints since the last inspection

Since the last inspection there have been no complaints made to Ofsted that required the provider or Ofsted to take any action in order to meet the National Standards.

The provider is required to keep a record of complaints made by parents, which they can see on request. The complaints record may contain complaints other than those made to Ofsted.

THE QUALITY AND STANDARDS OF THE CARE

On the basis of the evidence collected on this inspection:

The quality and standards of the care are inadequate - notice of action to improve. The registered person does not meet the National Standards for under 8s day care and childminding.

WHAT MUST BE DONE TO SECURE FUTURE IMPROVEMENT?

The quality and standards of the care

To improve the quality and standards of care, the registered person **must** take the following actions:

- ensure that staff are deployed effectively in the out of school club so that there is at least 50% of staff with an appropriate qualification on duty and that there is always at least one member of staff on duty with a suitable first aid certificate
- ensure that staff deployment is effectively organised so that a suitably qualified person is on duty to take charge in the absence of the crèche and out of school club managers
- increase staff knowledge and understanding of child protection issues and of the Local Safeguarding Children Board procedures
- inform Ofsted of significant events, such as changes to managers, nominated persons and changes in use of rooms
- increase staff knowledge and understanding of the policies and procedures of the setting.

These actions are set out in a *notice of action to improve* and must be completed by the date specified in the notice.

Any complaints about the inspection or the report should be made following the procedures set out in the leaflet *Complaints about Ofsted Early Years: concerns or complaints about Ofsted's role in regulating and inspecting childcare and early education* (HMI ref no 2599) which is available from Ofsted's website: www.ofsted.gov.uk