

St Crispins Leisure

London Road, Wokingham, Berkshire, RG40 1SR

Inspection date

25/11/2014

Previous inspection date

08/06/2011

The quality and standards of the early years provision

This inspection:

4

Previous inspection:

3

How well the early years provision meets the needs of the range of children who attend	4
The contribution of the early years provision to the well-being of children	4
The effectiveness of the leadership and management of the early years provision	4

The quality and standards of the early years provision

This provision is inadequate

- The leadership team and staff demonstrate an inadequate understanding of the requirements for the Early Years Foundation Stage. As a result, children's safety is compromised and their individual needs are not met.
- The provider has failed to ensure all staff are suitable and unvetted staff frequently care for children unsupervised. These breaches of requirements do not adequately protect children's welfare.
- Staff knowledge and understanding of child protection and their safeguarding responsibilities is weak. Arrangements in relation to administering first-aid treatment are not adequate, and an accurate daily attendance register is not kept.
- Risk assessment in relation to the use of toilet facilities is inadequate. As a result, children's safety is significantly compromised.
- The leadership team fails to effectively monitor staff's skills in supporting children's play, and the organisation of resources and equipment. As a result, noise levels are high, and make conversations and concentration difficult, and staff fail to enable children to fully engage in their play and learning.

It has the following strengths

- Staff promote children's awareness of healthy eating through the range of healthy snacks they provide.

Information about this inspection

Inspections of registered early years provision are:

- scheduled at least once in every inspection cycle – the current cycle ends on 31 July 2016
- scheduled more frequently where Ofsted identifies a need to do so, for example where provision was previously judged inadequate
- brought forward in the inspection cycle where Ofsted has received information that suggests the provision may not be meeting the legal requirements of the Early Years Foundation Stage or where assessment of the provision identifies a need for early inspection
- prioritised where we have received information that the provision is not meeting the requirements of the Early Years Foundation Stage and which suggests children may not be safe
- scheduled at the completion of an investigation into failure to comply with the requirements of the Early Years Foundation Stage.

The provision is also registered on the voluntary and compulsory parts of the Childcare Register. This report includes a judgment about compliance with the requirements of that register.

Inspection activities

- The inspector observed staff practices and their interaction with children.
- The inspector spoke to staff and children at appropriate times throughout the inspection.
- The inspector looked at children's registration details, staffing documents and a selection of the club's policies and procedures, including safeguarding.
- The inspector checked evidence of recruitment, suitability and qualifications of staff working with children.
- The inspector spoke with available parents and invited the manager to take part in a joint observation.

Inspector

Tracy Bartholomew

Full report

Information about the setting

St. Crispin's Leisure registered in 1999. It operates an after school club in the St Crispin's leisure centre in Wokingham. The after school club use the sports hall and two function rooms. A secure outside area is available for activities. Staff collect children from two local schools near the sports centre. The after school club is open five days a week from 3.15pm to 6pm, term time only. On occasions they offer holiday care from 8.30am until 3pm. The club is registered on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. Currently there are 45 children on roll. Of these, four are in the early years age range. There are eight members of staff working at the club and of these one holds a suitable childcare qualification.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action.

We will issue welfare requirements notices to:

ensure only staff with criminal records disclosures are left unsupervised with children

train all staff to understand the group's safeguarding policy and procedures, and ensure that all staff have up-to-date knowledge of safeguarding issues, including identifying signs of possible abuse and neglect, and that they know how to report any concerns at the earliest opportunity.

To meet the requirements of the Early Years Foundation Stage the provider must:

- ensure staff identity checks and vetting processes are recorded (including the criminal records disclosure reference number, the date the disclosure was obtained and details of who obtained it) and available for inspection
- ensure that there is at least one person with a current paediatric first-aid certificate on site, and deploy staff appropriately so that a person with relevant first-aid training can respond to emergencies swiftly
- ensure the daily record of the names of the children being cared for on the premises includes the hours of attendance for all children
- ensure that all staff receive induction, mentoring, support and training to help them understand their roles and responsibilities, with particular regard to safeguarding and child protection
- ensure staff undertake appropriate training and professional development to ensure they offer quality play experiences that enhance those they receive in school
- monitor the quality of staff support for children as they play, and the organisation of resources and equipment, to ensure children receive good quality play and development experiences that allow them to be fully engaged in activities.

Inspection judgements

How well the early years provision meets the needs of the range of children who attend

Children do not enjoy activities that enhance the early years experiences they have in school. Staff working in the group lack the necessary skills to meet children's individual needs. They do not plan activities that take account of children's interests. They set out the plastic storage boxes containing a variety of resources and rely on children to initiate their own play. Children generally occupy themselves while waiting for their parents or carers to arrive. Some explore with the construction toys and build towers which sustain their creativity and help them to use their physical skills and mathematical awareness. Others amuse themselves as they explore puzzles and draw for a purpose. Some staff communicate with the children appropriately and some are skilled at engaging and supporting the children's speech and language development. For example, they read stories to the children and ask appropriate questions to develop their language and thinking. However, there are some staff who sit at activities with children and do not interact with them. Children have opportunities to rest and to be active at the club. For example, some children enjoy lying on the pull-out sofa, while others enjoy playing team games inside and outdoors.

Children enter the room chatting to their friends and generally they play well together. Some older children support the younger children, for example as they pass each other colouring pens at the creative table and involve them in board games. However, the resources and equipment are poorly arranged. The large hall is not always organised to successfully accommodate quieter activities. The noise levels are high and staff and children often have to shout to be heard. This means that children struggle to concentrate and cannot hear what other children and staff are saying. This has a negative impact on their experiences.

Partnerships with parents are friendly and professional. Some parents comment on how the club offers a suitable service, while others express views of their happiness. Parents have access to a range of information displayed on the notice board.

The contribution of the early years provision to the well-being of children

Children's well-being is compromised. The leadership team and staff have completed risk assessments for all areas of the premises. However they have failed to identify or address the failures in everyday practice, which puts children at risk. For example, the toilets children use are also used by the public. Staff fail to consider possible risks associated with use of shared facilities. They do not always escort children to the toilets or check they are safe before children's use. This means that safety measures are ineffective. Also, insufficient consideration is given to ensuring first-aid treatment can be administered quickly in the event of an emergency. Only the manager is first-aid trained and she is not always present with the children. Mostly she is on site and can be called upon. However, she is involved with school collections and therefore off-site for the early part of the session. Therefore there is no one present who is first-aid trained at these times. The provider has also not considered risks associated with school collection and what would happen if a child was injured on route to the setting. Children regularly practise the emergency evacuation procedures which helps them understand what they need to do in an emergency. Children can access some clean, age-appropriate resources.

Children's independence is encouraged as they hang their personal belongings up on a peg and help themselves to food from the buffet-style snack. Children enjoy healthy snacks of fresh fruit. Staff liaise suitably with the parents to obtain information about children's special dietary requirements so that they can accommodate their individual needs. Regular use of the outdoor play area ensures that the children get plenty of fresh air and exercise. They also enjoy ball games in the hall.

Overall, children receive an adequate amount of encouragement and staff offer some suitable praise to the children for their finished colouring and construction. This contributes to the children's confidence and self-esteem positively. They show awareness of behavioural expectations and are generally well behaved.

The effectiveness of the leadership and management of the early years provision

The leadership of the after school club is inadequate. There are several breaches of the legal requirements of the Early Years Register and the associated requirements of the Childcare Register. The leadership team and staff have placed children at risk because they have a poor regard to their responsibilities to safeguard children. For example, the leadership team allow unchecked staff, who do not have a criminal records disclosure, on many occasions to be unsupervised with children, posing a significant risk to the children health, well-being and safety. In addition, staff have a very poor understanding of their roles and responsibilities for child protection. They are unable to recognise the possible signs and symptoms which would indicate abuse, and they do not know what to do in the event that allegations or concerns about suspected abuse arise. This means that children's welfare cannot be assured. As a result of these significant failures, Ofsted intends to serve the provider with a welfare requirements notice to ensure they make urgent improvements to safeguard children.

The club has a safeguarding policy that refers to the prohibition of the use of mobile phones and a suitable camera policy. Staff are clear that they are not to use mobile phones or cameras in the setting. However the induction, mentoring and support procedures are ineffective. The majority of the staff are not aware of all of the club's policies and procedures, and their roles and responsibilities to safeguard children's welfare. The premises are generally safe as the entrances are manned by staff on reception. However, staff fail to record times of children's arrival and collection, as required. For example, when children leave the club to attend private tuition organised by the parents, the staff fail to record when they leave and are returned back into their care. In an emergency, the manager would not have accurate records of who is expected to be present. The provider has also failed to consider whether the staff have the necessary knowledge and skills to fulfil their roles. The manager is the only person qualified in childcare. She is also the only person trained in first aid. This affects the safe management of the provision and how well children's individual needs are met.

Systems for self-evaluation are ineffective. The leadership team do not reflect on their

current care practices to identify their strengths and weaknesses. This means that they are not aware of the significant poor practice and inadequacies, which have a negative impact on the outcomes for children. Therefore, they are not able to significantly improve practice and address the weaknesses identified.

Partnership with parents is positive; all parents are greeted warmly at the club and receive suitable verbal feedback about their child. Partnerships with other agencies that are involved with the children, such as schools, are appropriate and verbal exchanges between teachers and staff enable the team to provide some continuity of care.

The Childcare Register

The requirements for the compulsory part of the Childcare Register are

**Not Met
(with
actions)**

The requirements for the voluntary part of the Childcare Register are

**Not Met
(with
actions)**

To meet the requirements of the Childcare Register the provider must:

- ensure that every person caring for children is alert to any indications that a child may be suffering from harm (compulsory part of the Childcare Register)
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)
- ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the Childcare Register)
- train all staff on the written statement of procedures to be followed to safeguard children from abuse or neglect (compulsory part of the Childcare Register)
- implement effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with them and has an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)
- keep a daily record of the names of the children looked after on the premises and their hours of attendance (compulsory part of the Childcare Register)
- ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)
- ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)
- ensure that every person caring for children is alert to any indications that a child may be suffering from harm (voluntary part of the Childcare Register)
- ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register)

- implement effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with them and has a enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)
- keep a daily record of the names of the children looked after on the premises and their hours of attendance (voluntary part of the Childcare Register).

What inspection judgements mean

Registered early years provision

Grade	Judgement	Description
Grade 1	Outstanding	Outstanding provision is highly effective in meeting the needs of all children exceptionally well. This ensures that children are very well prepared for the next stage of their learning.
Grade 2	Good	Good provision is effective in delivering provision that meets the needs of all children well. This ensures children are ready for the next stage of their learning.
Grade 3	Requires improvement	The provision is not giving children a good standard of early years education and/or there are minor breaches of the safeguarding and welfare requirements of the Early Years Foundation Stage. We re-inspect nurseries and pre-schools judged as requires improvement within 12 months of the date of inspection.
Grade 4	Inadequate	Provision that is inadequate requires significant improvement and/or enforcement action. The provision is failing to give children an acceptable standard of early years education and/or is not meeting the safeguarding and welfare requirements of the Early Years Foundation Stage. It will be monitored and inspected again within six months of the date of this inspection.
Met		There were no children present at the time of the inspection. The inspection judgement is that the provider continues to meet the requirements for registration.
Not met		There were no children present at the time of the inspection. The inspection judgement is that the provider does not meet the requirements for registration.

Inspection

This inspection was carried out by Ofsted 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.

Setting details

Unique reference number	148625
Local authority	Wokingham
Inspection number	843179
Type of provision	Out of school provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	32
Number of children on roll	45
Name of provider	Leisure Connection Ltd
Date of previous inspection	08/06/2011
Telephone number	0118 9791066

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Type of provision

For the purposes of this inspection the following definitions apply:

Full-time provision is that which operates for more than three hours. These are usually known as nurseries, nursery schools and pre-schools and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the higher fee for registration.

Sessional provision operates for more than two hours but does not exceed three hours in any one day. These are usually known as pre-schools, kindergartens or nursery schools

and must deliver the Early Years Foundation Stage. They are registered on the Early Years Register and pay the lower fee for registration.

Childminders care for one or more children where individual children attend for a period of more than two hours in any one day. They operate from domestic premises, which are usually the childminder's own home. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage.

Out of school provision may be sessional or full-time provision and is delivered before or after school and/or in the summer holidays. They are registered on the Early Years Register and must deliver the Early Years Foundation Stage. Where children receive their Early Years Foundation Stage in school these providers do not have to deliver the learning and development requirements in full but should complement the experiences children receive in school.

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Piccadilly Gate
Store St
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M1 2WD

T: 0300 123 4234
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