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St Crispins Leisure
London Road
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Our Reference 148625

Dear Leisure Connection Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Cheryl Walker, monitored your provision on 18/12/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 25/11/2014, we sent you a welfare requirements notice. If you were set actions at the inspection, or as a result of our subsequent monitoring or investigations, these are included at the end of this letter.

The welfare requirements notice required you to comply with the Statutory Framework for the Early Years Foundation Stage under the following requirements: Safeguarding practice, Suitable people, Training support and skills, first aid and information and records.

During the monitoring visit of 18 December 2014, the inspector discussed with you the steps you have taken to address the enforcement action taken following the last inspection. She looked at staff records, spoke to members of the team and observed in the group playroom. The inspector found that while you have begun to make progress and work towards improvement, there are still some issues outstanding. It became evident during the inspection that the provider had not notified Ofsted of changes to the registered person. This is a breach of the Early Years Foundation Stage and as a result, a warning letter has been issued.

The inspector found that you have addressed the issue of evidencing that staff have obtained Disclosure and Barring Service checks and were able to show a list of up to date checks. This provides assurances that the staff have been appropriately checked to ensure their suitability to work with young children. Staff were able to discuss a more secure knowledge of their understanding of safeguarding procedures. They were clear that staff without checks would not be left alone with children. They were

also able to discuss the procedures to follow if they had concerns about a child, or another staff member. You advised that all staff have undergone safeguarding training since the inspection and this is evident in the knowledge and understanding shown by the team at this.

You have arranged for a member of staff to begin further training in January to enhance their professional development and benefit the setting. The training includes access to a paediatric first aid course. Once achieved, this will ensure that if there is ever a situation when the manager is absent, there is a suitably qualified first aider in place to deal with any accidents or injuries. You have reviewed and reorganised the attendance registers so that they include times of arrival and departure. Times of any handovers where children may attend other activities are also recorded. This safeguards staff and children and ensures accurate records are in place in case of an emergency evacuation of the setting. Children build good relationships with staff, are aware of the boundaries, and enjoy their time at the setting.

The induction system for new staff still requires further development. Limited action has yet been taken in this area. Currently it covers key issues such as health and safety, but does not provide staff with enough information about their individual roles and responsibilities within the setting. Staff do not currently receive supervision to enable them to receive support and mentoring and to develop professionally. A further action has been set in this respect.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

Next steps

The next step will be further monitoring.

If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson
National Director, Early Education

Actions

Action	Due date	Closed date
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)	26/12/2014	13/01/2015
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)	26/12/2014	13/01/2015
ensure that children are not left alone with staff whose suitability has not been checked	16/12/2014	13/01/2015
ensure staff identity checks and vetting processes (including the Disclosure and Barring Service reference number, the date the disclosure was obtained and details of who obtained it) are recorded and available for inspection	16/12/2014	13/01/2015
ensure that all staff have up to date knowledge of safeguarding issues and understand the safeguarding policy and procedures; including how to identify signs of possible abuse and neglect, and how to report any concerns at the earliest opportunity.	16/12/2014	13/01/2015
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)	26/12/2014	13/01/2015
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 (voluntary part of the Childcare Register)	26/12/2014	13/01/2015
keep a daily record of the names of the children looked after on the premises and their hours of attendance (voluntary part	26/12/2014	13/01/2015

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)	26/12/2014	13/01/2015
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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)	26/12/2014	13/01/2015
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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	26/12/2014	13/01/2015
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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	26/12/2014	13/01/2015
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ensure the daily record of the names of the children being cared for on the premises includes the hours of attendance for all children	26/12/2014	13/01/2015
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ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)	26/12/2014	13/01/2015
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ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)	26/12/2014	13/01/2015
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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	26/12/2014	13/01/2015
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ensure staff undertake appropriate	26/12/2014	13/01/2015
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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.	26/12/2014	13/01/2015
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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)	26/12/2014	13/01/2015
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ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)	26/12/2014	13/01/2015
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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)	26/12/2014	13/01/2015
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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	06/02/2015	
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implement a system for the supervision of staff, which provides support, coaching and training for practitioners and promotes the interest of children	06/02/2015	
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