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Our Reference 148625

Dear 1 Life Management Solutions Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Cheryl Walker, monitored your provision on 17/03/2015 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.

A monitoring visit carried out on 18 December 2014 found that you had not notified Ofsted of changes to the registered person. As a result, a warning letter was issued. The induction system for new staff required further development and staff were not receiving supervision to enable them to gain support and mentoring and to develop professionally.

A further monitoring visit took place on 17 March 2015. The inspector found that the activities and routines at the setting were better planned and resourced, resulting in children receiving a more organised experience at the group. Children's views are now incorporated into the planning systems to enable them to feel a part of the group and to contribute their ideas.

Children were actively involved in the activities available to them and seen to enjoy a range of indoor and outdoor activities. Staff interacted positively with the children and joined in with their play, ensuring that all children were involved and taking part where they chose to.

Staff knowledge of the safeguarding procedures had improved, brought about by a planned training event, which is now incorporated into the induction process for new staff. Induction has been reviewed to include more detailed information about the Early Years Foundation Stage. The manager now receives regular supervision to ensure that the group continues to improve, and this is due to be rolled out to the remainder of the staff to bring about further improvements.

Having considered all the evidence, the inspector is of the opinion that the setting has taken prompt and effective action to address the points for improvement.

Next steps

The next step will be a full inspection.

I hope that you have found the visit helpful in promoting improvement in your setting. 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).

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	17/03/2015
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	17/03/2015
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
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
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
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
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
ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)	26/12/2014	13/01/2015
ensure that at least one person who is	26/12/2014	13/01/2015

caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)

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 training and professional development to ensure they offer quality play experiences that enhance those they receive in school	26/12/2014	13/01/2015
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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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