

Fit For Sport At Knaphill Lower School



Knaphill Lower School, Chobham Road, Woking, GU21 2SX

Inspection date	24 August 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- The provider fails to identify the many breaches in requirements, including those associated with the Childcare Register. They fail to ensure that the provision is suitably managed and that staff know how to identify and respond to safeguarding concerns.
- Management fails to ensure that staff use risk assessments effectively to keep children safe. They do not ensure a suitably trained first aider is on site or on outings at all times. For example, staff treated a child's injury inappropriately and did not seek emergency medical attention. Records of accidents or incidents are not accurate.
- Staff do not implement security measures in accordance with the setting's procedures. For example, staff do not check that those collecting children are authorised to do so.
- Staff do not ensure that all children have access to drinking water. Children's lunches are not stored to ensure food safety, particularly in hot weather.
- Management does not ensure that staff have effective training, support and coaching to help them develop their skills and knowledge. Staff do not motivate children in their play and fail to tell parents about the activities provided.
- Staff lack skills in managing children's behaviour and do not teach children to listen, play well with each other, or respect each other and staff.

It has the following strengths

- Staff provide children with daily opportunities for outdoor play.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
<ul style="list-style-type: none"> ■ ensure that those with responsibility to manage the provision have the relevant knowledge and skills to fulfil their roles and responsibilities 	14/09/2016
<ul style="list-style-type: none"> ■ ensure that all adults, including those with designated responsibilities understand the safeguarding policies and procedures, and how to respond to possible concerns about children's welfare 	14/09/2016
<ul style="list-style-type: none"> ■ ensure staff use risk assessments effectively to ensure equipment is safe and suitable for the age and ability of all children 	14/09/2016
<ul style="list-style-type: none"> ■ ensure there is an appropriately trained first aider onsite and on outings at all times, and that staff seek medical advice or treatment in the event of an emergency 	14/09/2016
<ul style="list-style-type: none"> ■ maintain accurate records of all accidents or incidents that occur 	14/09/2016
<ul style="list-style-type: none"> ■ implement effective security measures to ensure that children are only released into the care of authorised individuals 	14/09/2016
<ul style="list-style-type: none"> ■ ensure food is stored safely and make drinking water available at all times 	14/09/2016
<ul style="list-style-type: none"> ■ ensure staff receive adequate training, support and coaching to effectively improve their skills and practice, and to plan and provide a wide variety of motivating activities that meets children's individual needs 	14/09/2016
<ul style="list-style-type: none"> ■ ensure staff share information with parents about the range and type of activities and experiences staff provide for children 	14/09/2016
<ul style="list-style-type: none"> ■ ensure that children's behaviour is managed in an appropriate way so that all children receive clear messages about behavioural expectations. 	14/09/2016

Inspection activities

- The inspector had a tour of the premises.
- The inspector held discussions with the service manager, operations director, deputy manager and staff.
- The inspector looked a range of documents, including some policies, procedures and risk assessments.
- The inspector checked evidence of staff suitability and qualifications.
- The inspector observed a variety of activities both indoors and outdoors.

Inspector

Jane Franks

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider fails to ensure managers have the appropriate skills to manage the provision safely and are clear about their roles and responsibilities to ensure children's safety. For example, the provider does not ensure that all staff, including managers, with designated safeguarding responsibilities know how to identify and respond to any concerns about a child's welfare. The provider did not investigate a recent incident when a child required hospital treatment after using a piece of park play equipment that had not been risk assessed before use. The absence of a trained first aider and the failure of the deputy manager and staff to treat the child's injury appropriately, seek medical advice or call an ambulance, increased the risk of making the injury worse. Although the piece of park equipment is now not used, risk assessment remains a weakness. Staff do not check that all equipment is suitable for the age and ability of each child.

Quality of teaching, learning and assessment is inadequate

Management fails to evaluate the quality of the provision. The provider has not identified that staff do not have adequate training and support to improve their practice. This has a negative impact on children's experiences. At times, staff fail to engage and interact with children. They do not plan activities that motivate children in their play. This has a negative impact on children who do not wish to join in with sporting activities and they become bored. For example, children struggled to find resources they wanted to play with and some children disrupted the games of their friends. Some children are unkind to their friends, and mimic staff, which goes unchallenged by the staff team. Staff fail to provide parents with information about activities in which their children will be taking part.

Personal development, behaviour and welfare are inadequate

Children's health and safety is compromised. Staff do not use risk assessments adequately to identify and reduce potential safety hazards. Security measures are not implemented. Staff do not understand their responsibility to ensure all adults collecting children are authorised to do so. Staff failed to ensure that children who did not have water bottles had access to drinking water at the earliest opportunity. Staff do not store lunches safely. On arrival children threw their lunch boxes onto a pile. Children are expected to remember which box is theirs. This presents a risk to children with allergies. There is no refrigeration available and staff do not check that children's food is kept safe in hot weather.

Setting details

Unique reference number	EY494802
Local authority	Surrey
Inspection number	1067721
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	4 - 8
Total number of places	40
Number of children on roll	23
Name of registered person	Fit For Sport Limited
Registered person unique reference number	RP901369
Date of previous inspection	Not applicable
Telephone number	02087424993

Fit For Sport at Knaphill Lower School registered in 2015. It operates from the school hall in Woking, Surrey. It operates on Monday to Friday from 7.45am to 8.45am and 3pm to 6pm during term time. The activity club runs throughout the school holidays from 8.30am to 5.30pm, with the main session for the day from 9.30am to 4.30pm. A team of four staff work directly with the children. The manager holds a level 3 qualification in early years and other staff hold various qualifications and have experience relating to sports.

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