

Lordswood Leisure Centre

Lordswood Leisure Centre, North Dane Way, Chatham, Kent, ME5 8YE



Inspection date	17 February 2017
Previous inspection date	21 February 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Not applicable	

Summary of key findings for parents

This provision is inadequate

- The provider does not meet the Early Years Register and the Childcare Register requirements. They have failed to keep updated with changes and have not ensured that they and the staff have a current understanding of all safeguarding matters. In particular, they do not know the signs that may indicate children are being exposed to extreme views, practices and beliefs.
- The provider and manager lack understanding of suitability requirements and do not ensure staff understand all their safeguarding responsibilities. They have not ensured that staff know they must report information about their ongoing suitability that could disqualify them from working with children, including by association.
- Not all required records were available for inspection. Evidence of staff's first-aid qualifications was not available to confirm that they hold current certificates.
- The provider does not monitor or support staff practice adequately to provide good quality care and experiences to children.
- Not all policies and procedures are available to parents as required, including those relating to safeguarding. This does not keep parents well informed.
- Self-evaluation is weak. Weaknesses and breaches in requirement are not identified and addressed to bring about improvement and raise the quality of the provision.

It has the following strengths

- Children have suitable resources available to them.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and the Childcare Register the provider must:

	Due Date
<ul style="list-style-type: none"> ■ update all staff's knowledge of safeguarding matters, with particular regard to gaining a secure knowledge of all the signs that children may be at risk from extreme views, cultural practices and radical behaviours 	17/03/2017
<ul style="list-style-type: none"> ■ gain understanding of and implement the requirement to ensure that all staff know they must share any information that may affect their suitability to work with children, and that this takes into account disqualification by association 	17/03/2017
<ul style="list-style-type: none"> ■ ensure all records are available for inspection, including evidence to demonstrate that staff hold valid first-aid qualifications 	17/03/2017
<ul style="list-style-type: none"> ■ ensure staff receive effective supervision to help monitor their practice and provide appropriate support, coaching and training to develop their knowledge and skills and improve the quality of the care and experiences for children 	17/03/2017
<ul style="list-style-type: none"> ■ ensure the range of policies and procedures is available to parents, in particular those relating to safeguarding children. 	17/03/2017

To further improve the quality of the early years provision the provider should:

- improve the effectiveness of self-evaluation to help identify and address weaknesses, including breaches in requirement, to make improvements that raise the quality of the provision.

Inspection activities

- The inspector observed children in the setting, indoors and outdoors.
- The inspector spoke with the manager and staff at appropriate times.
- The inspector reviewed feedback from parents on the day of the inspection.
- The inspector sampled and reviewed documents, including safeguarding policies and procedures.

Inspector

Anna Fisk

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not ensure that they or the staff know and understand current safeguarding matters. Staff do not know how to recognise the signs that children or families may be at risk of exposure to extreme views, cultural practices and radical behaviours. The manager does not have sufficient knowledge of recent changes to safeguarding matters to ensure children are adequately protected from potential risks. Staff are not aware that they need to report information about situations which may affect their suitability to work with children. The provider does not monitor and evaluate the quality of the provision to identify weaknesses and breaches in requirement. The manager does not ensure all staff receive regular supervision to help them develop the skills and knowledge for their roles. Staff provide adequate communication with parents, such as verbal discussions. However, the full range of policies is not made available to parents, including those relating to safeguarding children. For example, parents do not know the procedure should they want to make an allegation against a member of staff. This does not promote children's welfare adequately. The manager carries out regular safety checks to ensure children play in a safe environment. Staff communicate well with each other and support the daily routine of activities.

Quality of teaching, learning and assessment requires improvement

Staff do not receive regular guidance from the manager. The quality of the provision and staff practice is not monitored effectively. Staff are not offered opportunities to improve their practice or develop their professional skills, beyond sports activities, to further enhance children's experiences. Children are encouraged to take measured risks. For example, they learn how to use the trampoline and are encouraged to test their skills and abilities. Staff ensure children are suitably occupied. For example, during a football match staff help children not joining in to be engaged in other activities, such as word games.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding have a significant impact on children's safety and welfare. Staff encourage healthy lifestyles for all age groups, for example, through a range of physical activities. Children know how to keep themselves safe and how to look after their personal care needs. They are encouraged to talk about behaviour and to create rules which they feel able to follow. For example, daily expectations are discussed and children remind each other of the rules during play. Staff have established supportive relationships with children. Children feel secure, have fun and are confident to explore the activities.

Setting details

Unique reference number	EY428426
Local authority	Medway Towns
Inspection number	1062481
Type of provision	Out of school provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	4 - 8
Total number of places	100
Number of children on roll	70
Name of registered person	Lordswood Leisure Centre Limited
Registered person unique reference number	RP907368
Date of previous inspection	21 February 2013
Telephone number	01634682862

Lordswood Leisure Centre is operated by Lordswood Leisure Centre Ltd, in partnership with Medway Council. It operates from 8am to 6pm during all school holidays. There are currently 23 members of staff who work with the children. Of these, 11 members of staff, including the provider and two managers, hold relevant childcare qualifications.

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.

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