

Sherpa Kids Fawcett Primary School

Fawcett Cp School, Alpha Terrace, Trumpington, Cambridge, CB2 9FS



Inspection date

5 January 2018

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
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's failure to meet legal requirements affects children's safety. Safe recruitment procedures are not implemented. The club lacks effective leadership, including a suitable manager and deputy. Not all staff have a clear understanding of their responsibilities.
- Young children are not allocated a key person to support their emotional well-being and build relationships with parents. Children's care is not tailored to meet their individual needs, particularly those who prefer to play outside.
- Safeguarding policies and procedures do not follow guidance from the Local Safeguarding Children Board and staff lack understanding of individual responsibility.
- The provider has not implemented suitable arrangements for the supervision of staff to provide effective support, coaching and training.
- Records that help to ensure the safe and efficient management of the setting are not easily available. Information about anyone who has parental responsibility for children is not recorded.
- The provider fails to ensure that staff keep an accurate record of children's attendance.

It has the following strengths

- Children demonstrate friendly relationships with each other.

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
■ implement effective systems to ensure that practitioners and anyone else likely to have regular contact with children are suitable, including obtaining a Disclosure and Barring Service check for each of these adults	31/01/2018
■ ensure there is a suitably experienced and skilled manager in post, and that there is a named deputy to take over in the absence of the manager	31/01/2018
■ ensure each young child is allocated a key person to help them become familiar with the setting and build a relationship with their parents, and that each child's care is tailored to meet their individual needs	31/01/2018
■ ensure that all staff understand their roles and responsibilities and have training in following the Local Safeguarding Children Board procedures	31/01/2018
■ ensure the safeguarding policy and procedure is in line with the guidance of the Local Safeguarding Children Board and has regard for the document, 'What to do if you're worried a child is being abused'	31/01/2018
■ implement appropriate arrangements for the supervision of staff who have contact with children to provide effective support, coaching and training to meet children's needs	31/01/2018
■ ensure that information is recorded about anyone who has parental responsibility for children	31/01/2018
■ ensure that all required records that help to promote the safe and efficient management of the setting are maintained and easily available	31/01/2018
■ keep and maintain an accurate daily record of each child's hours of attendance.	31/01/2018

Inspection activities

- The inspector spoke with children and staff during the inspection.
- The inspector looked at areas of the building used by the children and the resources available to them.
- Some documentation was sampled, including accident records, registration forms and the children's attendance register.
- The inspector spoke to a number of parents to gather their views on the quality of the provision.
- This inspection was carried out as part of the risk assessment process.

Inspector

Veronica Sharpe

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. Staff recruitment procedures do not assure the safety of children. The provider fails to complete appropriate steps to ensure employed and agency staff are suitable to be in unsupervised contact with children. The provider relies on previous Disclosure and Barring Service checks and does not make diligent enquiries about other aspects of people's suitability. Records of any previous checks that have been obtained are not available. One member of staff has undertaken safeguarding training to be a designated person. However, she has not been made aware that she is able to take the lead in the event of child protection concerns. Staff are not clear about the correct procedures for reporting concerns. The provider's safeguarding procedure does not inform staff of their individual responsibility to act if concerns are not being acted upon by their managers. Some staff demonstrate a suitable understanding of the signs of child abuse. The provider has not ensured there is a suitably skilled and experienced manager in post. In addition, there is no deputy to take charge in the absence of the manager. On the day of the inspection, staff present were unaware of who was in charge. Some required documents were absent or incomplete. For example, two members of staff were only able to demonstrate they held first-aid qualifications by retrieving their certificates from the school office. In some cases, information about other people who hold parental responsibility for children is not recorded, as required. Lack of supervision meetings mean staff do not get the support they need to be effective in their roles. The provider has not reviewed their suitability. Opportunities for staff to discuss sensitive issues, or report any changes, are overlooked.

Quality of teaching, learning and assessment is inadequate

Due to the lack of an effective key-person system, activities and play experiences are not planned effectively to challenge or engage children sufficiently, particularly those who prefer to be outside. Children's interests and aptitudes are not taken into account to meet their individual needs. During the inspection, children told the inspector they would like a dress-up day, or a quiet place to rest, but said that their views are not sought by staff. Some parents report favourably on the club. They say they trust the two members of staff who work consistently. Some staff members also work in the school, which means they are known to the children. This gives children some continuity. Children play together well and demonstrate polite behaviour. They occupy themselves independently; for example, they build models with interlocking bricks. A few children enjoy watching a suitable film. Staff mainly follow activity plans given to them by the provider. These offer children some opportunities to be creative, such as making a Christmas display with painted handprints.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding have a detrimental effect on children's welfare. Opportunities to develop strong relationships with children and build links with parents are lost. Frequent use of agency or supply staff limits children's ability to build bonds and get to know the adults who care for them. Children use the school playground daily and enjoy periods of active exercise. However, there is no planned outdoor activities and few resources. Staff outside tend to supervise the children, rather than engage them in play.

Staff prepare suitable snacks for children, such as bagels. They give parents verbal feedback when they collect their children. Records of children's attendance do not identify each child's times of arrival and departure consistently, placing children at risk in the event of an emergency. The two consistent members of staff follow daily safety procedures, such as checking the security of outside areas. However, in their absence, there is no guidance for other staff who are unfamiliar with these safety precautions to follow to help keep children safe.

Setting details

Unique reference number	EY551373
Local authority	Cambridgeshire
Inspection number	1119934
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 - 10
Total number of places	50
Number of children on roll	78
Name of registered person	Sherpa Nominees Group Pty Ltd
Registered person unique reference number	RP541405
Date of previous inspection	Not applicable
Telephone number	07760 436405

Sherpa Kids Fawcett Primary School registered in 2017. The club is open Monday to Friday from 7.50am to 8.50am and 3pm to 6pm during school term times. There are four members of staff employed to work with the children.

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