

Sherpa Kids Trumpington Meadows



Trumpington Meadows Primary School, Kestrel Rise, Trumpington, Cambridge, CB2 9AY

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 has not ensured that there is a written safeguarding policy and procedures for staff to follow. There is no designated member of staff to take the lead responsibility for safeguarding children. The provider has failed to obtain or record Disclosure and Barring Service checks or proof of identity for some staff.
- There are no records of the vetting processes undertaken to help ensure that adults looking after children are suitable to do so. The provider has failed to ensure that there is a member of staff with a paediatric first-aid qualification on the premises at all times. There is no manager, or a named deputy to take charge of the setting.
- The provider has failed to ensure staff receive suitable induction training to help them understand their roles and responsibilities. Staff do not have any opportunities to receive training to help support their professional development.
- Accurate written records of all accidents, injuries and any first-aid treatment given are not kept. Staff fail to inform parents as soon as reasonably possible. Risk assessments are not effective and the certificate of registration is not displayed.
- The provider has failed to ensure that children's needs are met. Younger children do not have a named key person to help them settle into the club. Children do not have regular opportunities for outdoor play because there are insufficient staff to supervise them effectively, while indoor activities lack challenge and interest.

It has the following strengths

- Children sit together and enjoy healthy snacks, such as bagels or fruit.

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 a safeguarding policy and procedures in line with those of the Local Safeguarding Children Board and ensure there is a trained practitioner to take lead responsibility for safeguarding children	31/01/2018
■ improve the system for staff recruitment and vetting processes, ensure that enhanced Disclosure and Barring Service checks and proof of identity are obtained and the vetting processes that have been completed are recorded for all staff	31/01/2018
■ ensure there is a manager and named deputy in post	31/01/2018
■ establish effective induction training and regular supervision meetings to ensure staff understand their roles and responsibilities and meet children's needs appropriately	31/01/2018
■ ensure that at least one person who has a current paediatric first-aid qualification is on the premises at all times when children are present	31/01/2018
■ ensure that all children in the early years age group have a key person who helps to make sure their care is tailored to meet their individual needs	31/01/2018
■ ensure there are sufficient staff available to meet children's needs	31/01/2018
■ ensure written records are completed and parents are informed of all accidents or injuries that children sustain	31/01/2018
■ improve risk management processes to ensure all potential hazards to children's safety are removed or minimised	31/01/2018
■ display the certificate of registration.	31/01/2018

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector observed activities and the interactions between staff and children, indoors and outside.
- The inspector talked to staff and children at appropriate times during the inspection. She looked at relevant documentation and evidence of the suitability of staff working in the club.
- The inspector spoke to a number of parents during the inspection and took account of their views.

Inspector

Gail Warnes

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider does not have a safeguarding policy or procedures that are in line with that of the Local Safeguarding Children Board. There is no designated member of staff in the club to take lead responsibility for safeguarding children. This means staff do not have guidance or appropriately trained practitioners in the club to refer to should they have a concern about a child's welfare. However, all staff employed at the club also work at the school where they have received training in child protection. Recruitment processes are not rigorous enough to ensure all adults working with children are suitable. The provider has failed to ensure that all new staff have an enhanced Disclosure and Barring Service check. In addition, some newer staff's suitability has not been rigorously checked and the vetting processes used have not been recorded. The manager of the club has recently resigned and has not been replaced. In addition, there is no named deputy, which leaves the staff without leadership and direction. Staff have not received induction training, which leaves them unclear of their roles and responsibilities in the club. There is no support available to help them to develop their knowledge and skills to help to improve children's experiences at the club. The provider does not have the certificate of registration on display, as required.

Quality of teaching, learning and assessment is inadequate

Staff's lack of knowledge and understanding of their role has left them unclear about what they are expected to do. There is no key person system for younger children and staff do not provide children with suitable activities and challenge. Children are independent and know where to access toys and resources. They complete jigsaw puzzles, build towers with interlocking bricks or play with dolls. However, they become bored as the activities on offer do not meet their needs sufficiently and lack interest or challenge. Children then ask to watch the television instead. Staff have established a routine for the club, which children are familiar with. This includes time for children to read books or complete homework.

Personal development, behaviour and welfare are inadequate

The suitability of some staff members has not been rigorously checked, which significantly compromises children's safety and welfare. However, staff do promote children's safety in some ways, for example, by securing the building. The provider has not ensured that there is at least one person who has a current paediatric first-aid qualification. Staff are not qualified to treat any minor injuries that children may sustain. Furthermore, details of accidents sustained by children are not routinely recorded and shared with parents. This significantly compromises children's safety. Young children do not have a key person to support them and help them to build secure, trusting relationships from the start. Parents do not know who to share information with about their child's specific needs. Staff recognise that they are unable to assure children's safety outdoors unless there are at least three members of staff present, which is not always the case. As a result, children do not routinely have opportunities to spend time outdoors in the fresh air. The lack of stimulating activities to engage children often results in boisterous play, which disrupts the

play of other children and is hazardous. For example, children run around and perform handstands and cartwheels indoors.

Setting details

Unique reference number	EY551369
Local authority	Cambridgeshire
Inspection number	1119931
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 - 11
Total number of places	32
Number of children on roll	20
Name of registered person	Sherpa Nominees Group Pty Ltd
Registered person unique reference number	RP541405
Date of previous inspection	Not applicable
Telephone number	07825 268 777

Sherpa Kids Trumpington Meadows registered in 2017. The club employs four members of childcare staff, of whom one holds appropriate qualifications at level 2. The club opens from Monday to Friday, term time only. The club provides breakfast from 7.50am until 8.50am and after school care from 3pm until 6pm.

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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