

# Inspection of Evolution Kids Club and Nursery

Grove Park Cp School, Hilton Drive, SITTINGBOURNE, Kent ME10 1PT

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Inspection date: 9 January 2020

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## **Overall effectiveness**

**Inadequate**

The quality of education

**Inadequate**

Behaviour and attitudes

**Inadequate**

Personal development

**Inadequate**

Leadership and management

**Inadequate**

Overall effectiveness at previous inspection

Inadequate

## What is it like to attend this early years setting?

### The provision is inadequate

Staff are caring towards children and build relationships that help them feel settled. There is an established key-person system and children show that they enjoy the company of staff. However, children do not receive enough consistent support to learn to behave well. Staff's comments to children are ineffective and do not help children to learn how to behave or express themselves. At times, children sort out disagreements amongst themselves, which leads to them hitting and chasing each other. Staff do not notice this at first and take ineffective action when they see it.

The provider does not ensure that the required number of qualified staff are working directly with children. This has a significant impact on the quality of the provision. Expectations of children are not high enough to help them reach their full potential. Children show a keen interest to learn. For example, they explore play dough and make shapes and different food from it. However, staff do not build on these interests further or help children extend their knowledge. They struggle to support children through a well-planned curriculum and activities lack organisation and a clear learning focus. As a result, children do not receive appropriate support to challenge them in their play and learning effectively. Children do not make enough progress to help them be ready for future learning.

### What does the early years setting do well and what does it need to do better?

- The provider does not ensure that all staff receive supervision to support their well-being and fulfil their roles effectively. She is not aware of the working conditions for staff, particularly the manager. The provider does not facilitate the manager to have her basic needs met, such as an appropriate lunch break. This impacts on her ability to care for children and support the staff team. The manager has begun to put supervisions in place for all other staff. This has been previously raised as a breach in requirements.
- The provider has not made sufficient progress since the last inspection. The manager works closely with other agencies and has begun to put some improvement plans in place. She is aware of areas that need to be improved, such as the quality of teaching. However, plans are in their infancy and have not yet had any impact. Staff have a limited understanding of the areas they could improve their teaching.
- Staff do not provide effective intervention to help manage children's behaviour. They do not take opportunities to talk to children about their actions. At times, children's play is interrupted by others' behaviour and staff do not take appropriate steps to prevent and manage this.
- The provider does not ensure that there are enough qualified staff working directly with children. Children do not receive a varied and broad curriculum as staff lack the experience and knowledge to provide challenging learning

experiences. Staff provide children with activities to occupy them, but these are not based on secure knowledge of what helps the children to learn and gain new skills. As a result, children's progress is compromised. New planning, observation and monitoring systems are in place, but due to the limited time they have been in effect, there is no observed impact of these. However, the manager is aware of children who require further support in relation to their special educational needs and/or disabilities, and is aware of how to gain additional support and guidance. Parents receive some information about their children's day.

- Children who speak English as an additional language receive appropriate support. Staff learn key words to use to help them in the setting. Children enjoy sitting together to eat snack. They gain an understanding of personal care and staff support them to wash their hands.
- Staff do not assess risks effectively. Children are placed at risk because hazards are not identified and minimised. For example, children try and pull off bottle tops from drinks with their mouths, which poses a choking hazard. Staff do not observe children closely enough to notice or identify this to be a concern. Some toys are damaged and dirty, and staff deem them suitable for children to play with. This impacts on children's safety and well-being and has previously been raised as a concern.

## Safeguarding

The arrangements for safeguarding are not effective.

Staff have a sufficient knowledge of what to do if they have concerns about children. They are aware of the signs and symptoms that may show a child is at risk of abuse. The manager has followed suitable vetting and recruitment procedures and ensured that staff are suitable to fulfil their roles. However, the provider does not ensure that staff have a consistent and robust safeguarding policy to follow in relation to the use of their mobile phones. This means that children's safety is not assured. Concerns have previously been raised about the safeguarding policy.

## What does the setting need to do to improve?

**The provision is inadequate and Ofsted intends to take enforcement action.**

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

	Due date
ensure that staff have appropriate knowledge of how to assess risks to ensure that all children remain safe	30/01/2020

ensure that staff qualification requirements are met for those directly working with children, to ensure that their needs are appropriately met and to maintain a suitable quality of teaching	30/01/2020
ensure that staff give consistent messages and support to help children manage their behaviour effectively	30/01/2020
put supervision and support arrangements in place to ensure that all staff receive support in order to facilitate them to fulfil their roles effectively	30/01/2020
implement a robust and consistent safeguarding policy for all staff to follow in relation to the use of mobile phones.	30/01/2020

## Setting details

<b>Unique reference number</b>	EY395966
<b>Local authority</b>	Kent
<b>Inspection number</b>	10124990
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	1 to 7
<b>Total number of places</b>	36
<b>Number of children on roll</b>	43
<b>Name of registered person</b>	Evolution Kids Club & Nursery Limited
<b>Registered person unique reference number</b>	RP529487
<b>Telephone number</b>	01795 431323
<b>Date of previous inspection</b>	16 September 2019

## Information about this early years setting

Evolution Kids Club and Nursery registered in 2009. It is located in the grounds of Grove Park Primary School in Sittingbourne, Kent. The setting is open Monday to Friday from 7.30am until 6pm all year round, and offers provision before and after school and during holidays. The provider receives funding to provide free early education for children aged two, three and four years. The setting employs seven members of staff, five of whom hold a relevant early years qualification at level 2 or above, including the provider, who holds a qualification at level 5.

## Information about this inspection

### Inspector

Sarah Taylor-Smith

## Inspection activities

- The manager and the inspector completed a learning walk to learn about the setting.
- The inspector observed the quality of teaching and assessed the impact on children's learning.
- The inspector jointly observed children's play with the manager and discussed children's learning.
- The inspector spoke to children, staff and parents at appropriate times during the inspection.
- The manager and the inspector held a meeting to discuss the setting.

We carried out this inspection 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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