

# Inspection of Ladybridge Kids Club Ltd

Rumworth School, Armadale Road, Bolton BL3 4TP

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Inspection date:

13 January 2020

**The quality and  
standards of early  
years provision**

**This  
inspection**

**Not met (with actions)**

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Previous  
inspection

Not applicable

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

### **This provision does not meet requirements**

Children eagerly enter this setting, excited to speak to their friends and staff after a long day at school. They demonstrate warm, genuine bonds with staff as they share stories from their weekend. Children listen respectfully to one another and to staff. They use good manners, share resources and take turns with their peers. Children are delighted by the variety of resources and activities available at the setting. They particularly relish the 'tuck shop', which they operate, stock and manage independently. Children love this responsibility and comment that they feel 'very important' as they raise funds for the setting.

Staff encourage children to take ownership of this setting. For example, children are delighted to design and create new resources for the outdoor area. They find pictures and inspiration online, while supported by a member of staff. They then draw these designs onto wooden reels and patiently paint them. Children really enjoy this project and are keen to share their progress with staff members and their peers. The manager has not ensured that policies and procedures are robustly implemented. This includes the safer recruitment policy, whistle-blowing policy and safeguarding policy. For instance, the manager is not clear on what to report, to the local authority designated officer. Additionally, not all staff have been suitably vetted prior to working with children. This means children at this setting are left vulnerable.

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

- Parents speak highly of this setting. They particularly appreciate the manager who they describe as going 'above and beyond' to create a warm, wholesome environment for children. Parents comment that their children's individual needs are met well. They also value how secure the setting is, as all visitors are vetted by a member of staff before being allowed entry to the building.
- The manager has failed to keep a log of all complaints and their outcomes. This is a breach of the requirements of the statutory framework for the early years foundation stage.
- The manager is committed to providing every child with a hot, nutritious meal each day. She recognises that busy families may struggle to prepare such meals every evening after work and school. Children also enjoy free access to a selection of fruit throughout the session. The manager places a lot of importance on children's good health and recognises she can support their physical well-being in this way.
- The manager does not ensure that there is always a member of staff who is suitably trained to administer first aid. This means children are vulnerable, should they have an accident or become ill.

- Children appreciate the staff at this setting. They describe them as 'kind', 'helpful' and 'really fun'. Children look forward to their time at the setting and comment that they value that there is always something new to do. For instance, children are amazed that staff 'always think of really different things, like painting and games'. Children independently access the variety of resources available, they giggle and tell their friends which toys are 'extremely good'.
- Children show impressive levels of focus and concentration. They work as a team without relying on direction from adults. For example, children create a giant chain by joining rubber bands together. As the chain gets longer and longer they confidently give instructions to their peers. They direct their friends to keep the chain stable and all children have a role to play in this creation. Children thoroughly enjoy this and show real pride in their end result.
- Staff promote children's positive behaviour very well. All children are part of a 'house' for which they can earn 'house points'. Children engage very well with this system and relish the opportunity to help their team win the 'house cup' at the end of the term. Points are awarded for kind behaviour, good choices and being a good friend.
- The manager has failed to ensure that staff have a confident understanding of how to implement procedures. For example, staff are unsure of what concerning behaviours to bring to the attention of the manager. As a result, the manager is not swiftly made aware of some unethical behaviours of staff, such as financial misconduct.

## Safeguarding

The arrangements for safeguarding are not effective.

The manager has failed to protect children by ensuring that all staff have a suitable, enhanced background check by the Disclosure and Barring Service (DBS). Although the majority of staff have suitable checks, some staff only have a standard check, which does not include information on the children's barred list. These members of staff are allowed to have unsupervised access to children, which leaves them vulnerable. Although staff have a solid understanding of how to report concerns against another member of staff, they do not always recognise what behaviours would warrant following this procedure. Therefore, inappropriate behaviours such as tampering with paperwork and financial misconduct have not been swiftly reported to the manager. However, this has had minimal impact on children.

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

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

	Due date

ensure a member of staff with paediatric first-aid training is available for children at all times	10/02/2020
ensure all members of staff with unsupervised access to children have an enhanced DBS check	15/01/2020
ensure all staff robustly understand and are confident to implement safeguarding procedures, including reporting any inappropriate behaviours or concerns about senior staff	20/01/2020
ensure the designated safeguarding lead and the manager robustly understand safeguarding procedures, including how to report concerns about staff	15/01/2020
ensure all policies and procedures are robustly implemented, including the whistle-blowing policy, safeguarding policy and safer recruitment policy.	15/01/2020
maintain a written log of any complaints, actions taken and any resolutions.	20/01/2020

## Setting details

<b>Unique reference number</b>	EY550518
<b>Local authority</b>	Bolton
<b>Inspection number</b>	10127503
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Out-of-school day care
<b>Age range of children</b>	1 to 6
<b>Total number of places</b>	35
<b>Number of children on roll</b>	96
<b>Name of registered person</b>	Ladybridge Kids Club Limited
<b>Registered person unique reference number</b>	RP543493
<b>Telephone number</b>	07759143027
<b>Date of previous inspection</b>	Not applicable

## Information about this early years setting

Ladybridge Kids Club registered in 2017. The setting employs nine members of staff, of which, four hold a level 3 qualification, one holds a level 2 qualification and four are unqualified. During term time, the setting operates from 7.30am until 9am and from 3pm until 6pm. During school holidays, the setting operates from 7.30am until 6pm.

## Information about this inspection

### Inspector

Shauneen Wainwright

### Inspection activities

- The inspector held leadership and management discussions with the manager and the deputy manager.
- The manager gave the inspector a tour of the premises, where the inspector observed children interacting with staff and playing.
- Children and parents shared their feedback and experiences of the setting with the inspector.
- The inspector viewed relevant documentation, including some evidence of staff suitability and policies and procedures.

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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