

Inspection of Little Diamonds O.S.C. (Venner Road)

Venner Road Hall, 1 Venner Road, London SE26 5EQ

Inspection date:

11 November 2021

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

**This
inspection**

Not met (with actions)

Previous
inspection

Met

What is it like to attend this early years setting?

This provision does not meet requirements

All staff access training to help them update their safeguarding skills and knowledge. However, staff's knowledge is very limited. Most staff cannot demonstrate sufficient knowledge about how to report and respond to concerns about children's safety. In particular, some staff are unsure of how to raise their concerns outside of the organisation. Children's safety and welfare are compromised.

Even though all staff hold paediatric first-aid certificates, these are not valid. Staff have not accessed a full training course for a minimum of 12 hours. This means that there are no staff on the premises, including during school collection and pick-up times, who hold a current and valid paediatric first-aid certificate. This is a breach of requirements and compromises children's safety.

Children of mixed ages arrive happily and excited from the many schools in the local area. Children develop their social skills. They find friends and immediately settle at games and activities that they choose for themselves. Children are confident and independent. They know and follow routines well. This shows that they feel emotionally secure.

Staff are good role models. They support children to have a go and join in. For example, young children concentrate as they create intricate paintings for their family members. Staff constantly support children to behave well. Children keenly listen to and follow instructions, such as when they play dodgeball and during teatime.

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

- Overall, the provider has systems in place to monitor staff's performance and to support their continuous professional development. Staff regularly meet with the provider to raise their concerns and confirm their ongoing suitability to work with children. The provider ensures that all staff are trained to understand the out-of-school club safeguarding procedures. Nevertheless, these systems are not robust, to help check all staff's current safeguarding knowledge.
- The provider swiftly responds to any written complaints in a timely manner. He successfully notifies external agencies, such as Ofsted and the designated officer, to meet requirements. However, the provider and manager do not have a secure knowledge of the requirement to ensure that at least one member of staff is on the premises who holds a full paediatric first-aid certificate. This puts children at further risk.
- The provider follows robust and safe recruitment procedures. For example, all

staff's suitability is checked before they start, including for volunteers. A majority of staff have worked at the club for many years and, on the whole, follow most of the club's policies and procedures well. For instance, staff follow good hygiene practices when preparing food and access training to help them understand how to handle and prepare food correctly.

- Staff consistently promote children's good hygiene practices. For example, children use hand sanitiser on arrival and before teatime. Staff use visual prompts to help remind children to wash their hands after they use the bathroom. The provider and manager remain vigilant during the COVID-19 pandemic. They implement a system where parents drop off and collect their children at the door. Staff check children's temperature on arrival, to help minimise the spread of infection during the COVID-19 pandemic.
- Staff organise the indoor environment well, to meet the different ages of children. Children enthusiastically engage in and enjoy board games, arts and crafts, and physical activities. Children play card games together and with staff, and build complex models from construction pieces. Staff skilfully interact with all children. They engage in conversations with them about family members and remind them to follow the rules for physical games, such as when they play 'four square'.
- Staff encourage all children to participate fully. They are encouraging and enthusiastic, and support all children to engage in experiences and toys of their choosing. Children take turns and share resources well. They patiently wait for their turn as they play gaming activities. However, staff do not plan experiences outdoors to promote children's physical exercise and good health further.
- Parents comment positively about the care that their children receive. They say that their children thoroughly enjoy their time at the club. Parents welcome the good communication and prompt responses from the manager. Furthermore, parents express their gratitude for the flexible approach of the club, such as when children need to arrive at school early for school trips.

Safeguarding

The arrangements for safeguarding are not effective.

The manager and staff have received safeguarding training and there is a safeguarding policy in place. However, most staffs' safeguarding knowledge is weak. They do not successfully explain what they would do if they have a concern about a child's welfare and safety, or if they have a concern about a member of staff. Staff do not know the appropriate action to take to raise their concerns with relevant professionals outside of the organisation. This puts children in vulnerable situations. Staff demonstrate an awareness of broader safeguarding issues, such as radicalisation. There is no member of staff who holds a current and full paediatric first-aid certificate. This puts children at further risk.

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 that all staff have a robust knowledge of their safeguarding responsibilities	20/12/2021
ensure that at least one member of staff holds a current and full paediatric first-aid certificate.	20/12/2021

Setting details

Unique reference number	EY318886
Local authority	Lewisham
Inspection number	10144119
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Out-of-school day care
Age range of children at time of inspection	4 to 10
Total number of places	30
Number of children on roll	45
Name of registered person	Mensah, Anthony Michael Kwaah
Registered person unique reference number	RP514057
Telephone number	07931620917
Date of previous inspection	20 January 2015

Information about this early years setting

Little Diamonds O.S.C. (Venner Road) registered in 2005. The out-of-school club is open during school term time from 7.15am until 8.45am, and 3.15pm to 6.15pm, Monday to Friday. During school holidays, the club opens from 7.15am until 6.15pm, Monday to Friday. The club employ six members of staff. One member of staff holds a level 3 qualification in playwork.

Information about this inspection

Inspector

Jane Morgan

Inspection activities

- This is the first routine inspection the setting received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the setting.
- A range of documentation was viewed by the inspector, including public liability insurance, safeguarding policy and procedures, written complaints and paediatric first-aid certificates.
- A meeting was held between the inspector, the provider and the manager to discuss arrangements for self-evaluation, safe recruitment and staff's suitability.
- The inspector spoke to children, staff and parents at appropriate times during the inspection.
- A joint observation was carried out by the inspector and the manager to evaluate the organisation and experiences provided.

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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