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22/07/2009

Happy Days
'Karibu'
88 Ashburton Avenue
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Our Reference EY289422

Dear Ms Tanja Naldini

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Mandy Mooney / Beryl Witheridge, carried out a monitoring visit of your provision on 10/07/2009. This visit follows on from your inspection where the provision was judged to be inadequate.

Outcome of the visit

As a result of our inspection on 29/04/2009, we sent you a welfare requirements notice.

The provider was issued with welfare requirement notices that required the provider to take action to devise and implement an effective system to ensure that the individual needs of all children are met (Organisation); ensure that a suitably qualified manager is in place at all times (Suitable people); ensure that Ofsted are notified of significant events (Suitable people); ensure that those looking after babies are suitably qualified and experienced to care for children in this age group (Suitable people); devise and implement an effective key working system to ensure that all children's needs are fully supported (Organisation) and develop staffs knowledge and understanding of the EYFS and provide planned experiences which are appropriate to each child's stage of development as they progress towards the early learning goals (Organisation)

The provider was also issued with notices to improve that required the provider to take action to: keep a record of complaints and subsequent action taken (Documentation); ensure that all records relating to childcare activities are readily accessible and available for inspection at all times (Documentation); ensure that the registration certificate is displayed at all times when children are being cared for (Documentation); ensure that all the required written policies are available for staff and parents at all times (Documentation) and ensure all staff who are in contact with the children have a relevant enhanced Criminal Records Bureau check appropriate to working with children (Suitable people).

Having considered all the evidence, the inspector is of the opinion that at this time the setting is making satisfactory improvement overall.

To further improve the early years provision the registered person should:

- keep a record of complaints and any subsequent action taken (documentation) 12/08/2009
- ensure all staff who are in contact with the children have a relevant enhanced Criminal Records Bureau check appropriate to working with children (Suitable people) 12/08/2009

Overall effectiveness of the improvement and outcomes for children

The provider has ensured the policies and procedures are available, that a current registration certificate is displayed and that most records relating to childcare activities are readily accessible and available for inspection at all times. Attendance records for children and staff record the actual times of arrival and departure and confirms the conditions of registration are complied with and required ratios maintained. A complaint procedure and system for recording complaints is in place, however, a record of complaints made relating to the EYFS framework has not been maintained.

A manager is in post and an EY2 has been submitted to Ofsted to ensure suitability checks are completed. An enhanced disclosure has been completed for the manager, however, the role and responsibilities of the manager remain unclear as the registered provider is present during the hours of opening and the role appears to be shared with little autonomy given to the named manager. Apart from the manager, who has had a disclosure completed by Ofsted, there is no evidence to confirm other staff hold a relevant CRB and this compromises the safety of children. The provider states these have been requested, however, evidence was not available to confirm this.

A key person system and a new process for observing, planning and assessing children's learning has recently been implemented. This is based around the EYFS framework and the provider has purchased a training plan and staff have started going through this to ensure they can implement the process effectively for children. These systems are in their infancy and as such it is not possible to judge the impact on children until it is embedded in practice. The organisation of the environment and children has improved because staff have allocated key children according to children's ages and the main play room and furniture has been reorganised.

Overall, the measures taken to improve welfare, learning and development and the leadership and management of the provision have improved outcomes for children. However two notices to improve remain which have now become Welfare Requirements Notices. The provider has made satisfactory improvement overall. The next visit will be a monitoring visit.

Next steps

Having considered all the evidence the inspector is of the opinion that at this time:

- The setting has made satisfactory progress in addressing the points for improvement. The next visit will be a further monitoring visit.

I hope that you have found the visit helpful in promoting improvement in your setting. If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

A handwritten signature in black ink, appearing to read "R Shippam", with a long horizontal flourish extending to the right.

Roger Shippam
Director, Children