

Ofsted  
Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

**Telephone:** 0300 123 1231  
**Fax:** 0300 123 3159  
**Minicom:** 0161 618 8524  
**Email:** [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
**Web:** [www.ofsted.gov.uk](http://www.ofsted.gov.uk)



Fennies @ Kingshall  
62 Kings Hall Road  
BECKENHAM  
Kent  
BR3 1LS

Our Reference EY376223

Dear Mrs Sarah Louise Fenn

### **Outcome of monitoring visit for provision judged as inadequate**

An Ofsted inspector, Maggie Ferris, carried out a monitoring visit of your provision on 13/11/2012. 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 16/10/2012, we sent you a welfare requirements notice.

This notice required you to: implement an effective, clear and well-understood policy, and procedures, for assessing any risks to children's safety, and review risk assessments regularly in order to: a) minimise the risk of injury to all people on the stairwells; b) minimise the risk of the front door being left open; c) ensure that hazardous chemicals such as cleaning products are not stored at child level; and to improve the arrangements for the supervision of all staff to provide support, coaching and training in order to: a) develop all staffs' understanding of effective learning; b) develop all staffs' understanding of the areas of development most relevant for the children they are caring for; c) develop all staffs' understanding of on-going assessment to plan for next stages in children's learning.

In addition a notice to improve was issued which required you to: take reasonable steps to ensure the safety of children, staff and others on the premises in the case of fire or any other emergency by: a) minimising the risk of people being trapped in rooms in the event of an emergency evacuation; b) ensuring doors leading to dangerous areas are not incorrectly marked as fire exits; organise premises and equipment in a way that meets the needs of all children by: a) providing space for children in the pre-school room to relax or play quietly; b) helping children concentrate by limiting noise, and making spaces calm and orderly; develop the educational programme for personal, social and emotional development by: a) modelling ways of noticing how others are feeling and comforting them; b) planning activities and other resources to reflect family and other special people; c) involving

all children in welcoming and caring for one another and ensure that children are adequately supervised and deploy staff to ensure children's needs are met by: a) ensuring that there is at least one member of staff for every three children, under the age of one at all times and; b) ensuring that there is at least one member of staff for every four children aged two at all times.

Through documentation used at the setting and through discussion and observation at the monitoring visit the provider has demonstrated satisfactory progress in meeting the issues raised in the welfare requirement notice and notice of action to improve which were due for completion on 9 November 2012 and is making progress towards meeting the welfare requirement notice and notice to improve which are due for completion by 11 January 2013.

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:

- develop the educational programme for personal, social and emotional development by a) modelling ways of noticing how others are feeling and comforting them; b) planning activities to reflect family and other special people; c) involving all children in welcoming and caring for one another. 11/01/2013
- Improve the arrangements for the supervision of all staff to provide support, coaching and training in order to: a) develop all staffs' understanding of effective learning; b) develop all staffs' understanding of the areas of development most relevant for the children they are caring for; c) develop all staffs' understanding of on-going assessment to plan for next stages in children's learning. 11/01/2013

### **Overall effectiveness of the improvement and outcomes for children**

Through documentation used at the setting and through discussion and observation at the monitoring visit the inspector concludes that the provider has demonstrated satisfactory progress in meeting the issue raised in the welfare requirement notice and notices of action to improve which were due for completion by 9 November 2012.

The Nursery Manager together with the Practice Manager have devised an improvement plan to address all the requirements. It is clear that the provider and staff are working to drive improvement. Although the provider has started to address all the requirements raised at inspection, there is still work to be done to ensure that all the notices are fully met. The provider needs to demonstrate that further improvement can be made and that this is sustainable through effective leadership

and management of the setting. This will then ensure good outcomes for children.

The risk assessments have been reviewed and updated and steps taken to ensure all staff are aware of and understand the risk assessment procedure and their roles and responsibilities within this. However, the inspector did note one hazard which had not been identified whilst observing in the nursery and it is clear that risk assessment and awareness of risk is still an area for development within the staff team. Low level hand rails and a new panel raising the height of the bottom stair gate have been installed and new procedures for escorting and carrying babies and young children up and down the stairs have been instigated. Notices have been placed on all doors reminding parents to ensure that doors and gates are closed behind them and this has been highlighted in the parent's newsletter. All cleaning and hazardous materials are now stored in the staff room which children have no access to.

All fire exit signs are now placed on the correct doors and the toilet door on the first floor has been repaired to ensure that it does not stick when closed.

The pre-school and toddler room have been re-organised to provide a quiet area and defined activity areas. This means that children disperse more evenly around the room reducing overcrowding and raised noise levels at some activities. It also means that staff can be stationed around the area to supervise different activities. As a result the children were observed to be engaged in a variety of activities receiving appropriate adult support. Noise levels were reduced and the area appeared calm and organised.

Arrangements for the provision of breakfast at the beginning of the day have been reviewed and in order to ensure that ratios are not compromised by staff leaving the room to organise the meal. As children arrive they play under the supervision of staff and breakfast is organised and served to the children 15 minutes later, when more staff have arrived at the nursery. This means that children have time to arrive at nursery and settle before sitting down to breakfast and staff are available to speak to parents. Arrangements are in place to ensure that should a member of staff call in sick a member of the bank staff can be called to provide cover. The manager is a supernumerary member of staff and can provide temporary cover where necessary.

Other notices set are not due for completion yet but the provision has taken steps towards meeting these. As a staff team and with the support of their Practice Manager they have been looking at how to develop the Educational Programme for PSED within the nursery. This includes reinstating a 'family tree' which holds photographs of the children and their families and reviewing their planning to ensure that activities are planned to promote this area of development. Changes have been implemented to ensure that whilst staff manage the routines of the day they do not put routines and paperwork ahead of meeting children's individual needs. Regular supervision meetings are in place to support staff in their development and regular observations of staff working with the children should help to identify areas of weakness amongst the staff team in order to provide appropriate mentoring and coaching.

Having discussed the above with the manager and observed the provision during the visit it is evident that improvements have been made and that the welfare requirements notice and the actions set under the welfare requirements which were due for completion have been met. However, staff need time to gain a deeper understanding about the new EYFS, the Learning and Development requirements and how these should be linked to Development Matters. In particular they need to develop their understanding of assessing risk and how each member of staff has a responsibility to identify potential hazards. They must also give thought to how they are providing an enabling environment especially as the programme of building works moves forward and the groups are re-organised.

At this time the Nursery are making progress towards meeting the actions but because of the actions in relation to the learning and development requirements and the element of training this may require it will take time for the group to be comfortable and competent in delivering the required educational programme.

The next visit will be a further monitoring visit to assess sustained improvement.

### **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

Susan Gregory HMI  
National Director, Inspection Delivery



**For the attention of:** Compliance, Investigation and Enforcement Team.

**Reply slip**

Name and Address of setting:

Fennies @ Kingshall  
 62 Kings Hall Road  
 BECKENHAM  
 Kent  
 BR3 1LS

**ACTIONS**

Please complete the box below to show what you have done in order to meet the action required:

Action Required	Action Taken	Date Completed
develop the educational programme for personal, social and emotional development by a) modelling ways of noticing how others are feeling and comforting them; b) planning activities to reflect family and other special people; c) involving all children in welcoming and caring for one another.		
Improve the arrangements for the supervision of all staff to provide support, coaching and training in order to: a) develop all staffs' understanding of effective learning; b)		

|EYL41  
 3P~

|EY376  
 223|~

||!~

develop all staffs' understanding of the areas of development most relevant for the children they are caring for; c) develop all staffs' understanding of on-going assessment to plan for next stages in children's learning.		
---	--	--

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

|EYL41  
3P~

|EY376  
223|~

||!~