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Second Steps Day Nursery
Durham Rd
Laindon
Essex
SS15 6PJ

Our Reference EY308855

Dear Ms Sharon Anne Harrison

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Mandy Mooney, carried out a monitoring visit of your provision on 13/03/2013. 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 06/12/2012, we sent you a welfare requirements notice.

The welfare requirement notice under the Early Years Foundation Stage Welfare Requirements asked you to ensure that the premises, indoors and outside are fit for purpose and safe for children. Take steps to remedy identified risks and hazards, such as dirty and faulty equipment and areas, so that children are not exposed unnecessarily to hygiene and safety hazards. Actions raised in the notice to improve asked you to; provide evidence of suitability for all persons employed at the setting and in contact with children. This includes identity checks and details of criminal records disclosures, such as the reference number, date of disclosure and details of who obtained it; ensure that the designated practitioner with overall responsibility for safeguarding children attends an appropriate training course which enables them to identify, understand and respond appropriately to any signs of abuse or neglect; put in place measures to supervise staff to provide support, coaching and training which fosters a culture of mutual support, teamwork and continuous improvement; enforce the no smoking policy so that children are not exposed to the hazards from smoke in or near the premises and outside area where the children are, or may be about to be, present and improve educational programmes and provide sufficient, age-appropriate and stimulating, accessible resources so that all children have opportunities to enjoy challenging and meaningful activities which engage and inspire them to make progress. As a result of the first monitoring visit in January 2013, an additional action was raised in a notice to improve that asked the provider to ensure staff are aware that they are expected to disclose any convictions, cautions, court orders, reprimands and warning which may affect their suitability to

work with children (whether received before or during their employment at the setting).

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

Overall effectiveness of the improvement and outcomes for children

At the second monitoring visit on 13 March 2013, the regulatory inspector found, through observation, discussion and documentation, that the welfare requirement notice to be completed by 8 March 2013 had been met. This is because effective steps have been put in place to improve the hygiene and safety standards in the setting. For example, reviewing the cleaning rotas and carrying out a deep clean of the setting and redecorating of one area, and this is effective in practice and concerns and hazards have been reduced or eliminated, for example, all radiators and pipes are covered and inaccessible to children, toys and resources are clean, flooring has been replaced and deep cleaned and the risk assessment records potential hazards and action taken to minimise these.

The regulatory inspector found that the actions to be completed by 8 March 2013 had been met fully, with the exception of the designated person attending relevant training for the role, which is due to be attended next week. The designated person was able to articulate sound understanding of the role and the procedures to follow if a concern was raised. The systems for supervising and supporting staff has been reviewed and practice is observed by a named person and this enables staff to be fully supported in their development and discuss issues pertaining to their role effectively and staff now have individual supervision meeting and appraisals.

The steps implemented to ensure the no smoking policy has been sustained as additional signage is in place and the policy is to be reinforced to parents and staff and the systems for assessing suitability have been improved as a central record of CRB information is maintained. Furthermore, staff have been informed that they must inform the provider of any cautions, convictions or offences and this is reinforced in a new written policy which has been shared and is displayed for staff.

The organisation of the activity rooms and deployment of staff have been reviewed and this is now well established and staff report the impact on children has been very positive, particularly with regards to improving children's behaviour and their enjoyment in all areas of play and how the arrangement of resources encourages children to engage fully in play. Some resources have been purchased and staff explained that through effective planning and organisation children take part in an interesting and creative range of activities to meet their needs. The small outside area has been reviewed, and this is used by the children. The provider and staff are working with early years to plan a more inspirational area through accessing funding to achieve this.

The provider has taken satisfactory since the last monitoring visit and the next visit

will be a full inspection.

Next steps

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

- The setting has made satisfactory improvement. The next visit will be a full inspection.

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