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Isra Daycare  
SKN Business Centre  
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Our Reference EY420833

Dear Mr Mohammed Omar Elmi

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

An Ofsted inspector, Kamaljit Kaur Jandu, carried out a monitoring visit of your provision on 16/09/2013. 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 23/04/2013, we sent you a welfare requirements notice.

The welfare requirements notice asked you to: make sure staffing arrangements meet the needs of all children and ensure their safety; this specifically refers to ensuring that the manager is deployed effectively to monitor and review practice and the provision as a whole, and to provide effective supervision for staff; take appropriate steps to protect children's safety; this specifically refers to ensuring risk assessment procedures are effective and followed by staff, and to ensure all areas of the premises are safe and secure so that children are unable to leave the premises unsupervised or unauthorised persons able to gain access.

We also sent you a notice of action to improve which asked you to: ensure there is a capable and suitably qualified named deputy to take charge in the absence of the manager; foster a culture of continuous improvement by implementing effective systems for self-evaluation to obtain a clear view of what the nursery needs to do to develop and to bring about improvements for children; promote the good health of children by ensuring that effective hygiene and food safety procedures are followed: this specifically refers to monitoring fridge, freezer and food temperatures; ensuring a lid is fitted to the bin in the kitchen; ensuring food is stored appropriately, and improving hand washing arrangements for children, and involve parents in children's learning by; improving the exchange of information, and encouraging them further to enhance children's learning and development at home and in the nursery.

The additional action that you were required to take to improve related to the learning and development aspects of care for children. We asked you to: provide challenging and enjoyable experiences for children in all areas of learning by: using robust observation and assessment of children's learning to plan for individual children, and to identify their next steps and develop the educational programme further by providing more resources to support children's play and learning in the outside environment; to encourage reading and writing for a purpose during role play in the pre-school room, and provide more books that reflect the culture and home languages of children attending the nursery.

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

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

A monitoring visit took place on 19 June 2013. The provider has employed a new manager who works full time at the setting. The new manager has begun to monitor and review all policies, procedures and practices and the provision as a whole, supervision sessions have taken place with all staff and they have been informed that they must ensure they fulfil their roles and responsibilities effectively at all times. Staff have been asked to undertake self-evaluation and this will be discussed at the next meeting with them, targets for improvement will be identified and monitored for all staff. Procedures are in place to manage staff who do not fulfil their role.

Risk assessments are more thorough and any hazards are immediately identified. The manager then takes steps to ensure the identified hazard is removed, repaired or minimised, no hazards were observed at the time of the visit. The premises are secure, all locks have been checked and those that were broken have been replaced. The broken padlock has been replaced with a coded padlock, gates are checked before children are taken outside. The premises are secure so that children are unable to leave unsupervised and unauthorised persons are unable to gain access.

The work of the named deputy is being carefully monitored and she has been informed of areas that require improvement, regular meetings are in place to support her. Systems are now in place for self-evaluation, areas for improvement are being identified and targets set to ensure the improvement takes place. Further evaluation will take place to ensure improvements are maintained to an acceptable level, these systems should bring about improvements for children and will be checked at the next visit.

Hygiene procedures are more effective, food safety procedures are now followed, gloves and aprons are worn when serving food, food is stored safely and food temperatures are taken and logged before food is served to children, ensuring it is safe. The bin in the kitchen is fitted with a lid. Hand washing arrangements for children are in place and children are aware of and follow these routines. However

the temperatures of the fridge and freezer are not yet monitored and this is to be implemented.

Plans are in place to further involve parents in their child's learning through developing links with the schools that children will attend and developing transition arrangements. ESOL classes are to be utilised to help ensure parents understand the importance of their involvement in their child's learning and development, both at home and in nursery.

The systems used for planning are being reviewed in conjunction with staff in order to ensure that the progress for each child is identified and next steps are in place to help them to develop further. Observations and assessment will be developed and will be checked by the manager to ensure they are being undertaken and utilised effectively.

There are sufficient resources to support children's play and learning in the outside environment, such as large play equipment, chalks, water and paint brushes, balls and bats. Staff are developing ideas of how to make the most of the outside play area. A new writing area has been created and fully resourced, and children have free access to this on a daily basis so they can practice their mark-making skills. Books with hard covers and larger print have been purchased to help children learn how to handle them well and children are taught how to look after them. Books which show positive images of people from other backgrounds and cultures are on order to help children learn about the wider world.

Overall the setting made satisfactory progress in meeting the welfare requirement notice and the actions raised at the inspection, a further visit was required to check that the improvements have been maintained.

A further monitoring visit took place on 16 September 2013. A new deputy manager has been employed and is currently being monitored through the probation period. Systems are in place for self-evaluation, areas for improvement are being identified and targets set to ensure the improvement takes place. As quite a few new staff have been employed, they are being monitored to ensure they are right for the setting, supervision with new staff is planned, but not yet implemented, to ensure roles and responsibilities are fulfilled to an acceptable level, these systems should bring about improvements for children.

No action has been taken to monitor the temperatures of the fridge and freezer, this was to have been implemented following the last visit from Ofsted but has not yet been instigated. This means it is not always assured that the fridge and freezer are working correctly and may leave children at risk of being given food which may not be safe.

Some progress has been made since the last visit regarding parents involvement in their child's learning, however links with the schools that children will attend and developing transition arrangements are still in their early stages. Parents are given verbal feedback every day and learning journeys and transition documents are to be

completed each term and shared with parents to make sure they are clear about their child's development but this is in its early stage and is being developed. If children have additional needs these can be identified through this and additional support will be sought through external agencies. Information is obtained from parents when new children start and parents are encouraged to see what their child has been doing in nursery and to follow this on at home, with the intention that parents understand the importance of their involvement in their child's learning and development, both at home and in nursery.

No further progress has been made regarding observation and assessment for children's progress because most of the established staff have now left and new staff have been employed; systems used for planning are not yet fully embedded or implemented and staff are still learning how to use them effectively. The progress for each child is not yet identified and next steps are not yet in place to help them to develop further. Systems for observations and assessment are not fully utilised, the manager is working with staff to ensure they are fully aware of how to implement this system to help children make progress.

Adult handwriting in the environment such as on display boards and on children's work, and in learning journals is not clear or easy to read. The writing on display boards is very small and is sometimes in upper case and sometimes in lower case. This means that children do not see clear writing in the environment which helps them to recognise numbers and letters consistently. The manager intends to print signs and the writing for displays and is working with staff to ensure handwriting in learning journals is clear and legible.

The provider has made inadequate progress in addressing the points for improvement. This visit has raised serious concerns about the standard of learning and development. The next visit will be a further monitoring visit at which we expect to see vast improvement or we will consider taking steps to cancel the registration.

### **Next steps**

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

- The setting has made inadequate progress in addressing the points for improvement and this visit has raised serious concerns about aspects of welfare and/or learning and development. The next visit will be a further monitoring visit.

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