

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
Web: www.ofsted.gov.uk



Surbiton Day Nursery
23 Upper Brighton Road
Surbiton
Surrey
KT6 6QX

Our Reference EY290666

Dear Mr Andrew Terry Morris

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Lorraine Meldrum Sunter, carried out a monitoring visit of your provision on 09/08/2013. 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 21/02/2013, we sent you a notice to improve.

The actions raised under the Early Years Foundation Stage Requirements asked you to: train all staff to understand and implement the safeguarding policy and procedures. Make sure they have up to date knowledge of safeguarding issues and can respond in a timely and appropriate way in the event of any concerns about a child's welfare (Safeguarding and Welfare, Child Protection); develop management procedures and training for room leaders and all staff, so that risks to children's safety are fully assessed and the risk removed or minimised (Safeguarding and Welfare, safety and suitability of premises, environment and equipment); improve induction training so that all staff, whether they are temporary or permanent, have a clear understanding of their roles and responsibilities when they are working directly with the children (Safeguarding and Welfare, Staff qualifications, training, support and skills); develop the key person system so that, regardless of whether staff are new, temporary, or permanent, they are able to provide secure attachments with the child in their care, and build a relationship with the child's parents (Safeguarding and Welfare, Key person); regularly review and evaluate the individual practice of each member of staff to identify training needs and secure appropriate training where necessary (Safeguarding and Welfare, Staff qualifications, training, support and skills); ensure that those in charge, including those in charge of each room, are providing appropriate levels of supervision, leadership and support to their staff team (Safeguarding and Welfare, Staff qualifications, training, support and skills); ensure that the staff plan and deliver a challenging and enjoyable experience to the children, that is matched to each child's individual needs and interests (Learning and Development); implement suitable systems to ensure staff complete progress checks

for all children between the age of two and three years so that each child's strengths and areas of development in the prime areas are assessed, shared with their parents and used to identify further support for children if this is needed (learning and Development); ensure that nappy changing is hygienically managed and monitored (Safeguarding and Welfare, Safety and suitability of premises, environment and equipment).

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

Overall effectiveness of the improvement and outcomes for children

A monitoring visit was undertaken on 01 May 2013. It was found that overall progress made since the last inspection was good. All issues identified at the inspection have been suitably addressed. A further monitoring visit was undertaken on 09 August 2013 to establish what further improvements had been made and to assess how all have been sustained.

The nursery have continued to improve their practice by implementing a new staff appraisal system. Staff understand what their personal goals and achievement targets are, progression towards these are monitored and discussed at each supervision meeting. Stronger links with head office have been established through regular meetings between the nursery manager and regional director.

An internal system used as a management tracking tool has been introduced and is used to provide an overview of children's progress in learning.

The provider has made and sustained good improvement since the last inspection, 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 good 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

