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Cherubins Day Nursery - Lewisham
Branch
Ladywell Lodge
Slagrove Place
London
SE13 7HT

Our Reference EY431002

Dear Mrs Elaine Velma Brown

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Christine Jacqueline Davies, carried out a monitoring visit of your provision on 24/05/2013. 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 22/04/2013, we sent you a welfare requirements notice.

In order to ensure that children learn and develop well and are kept healthy and safe, you were issued with a welfare requirement notice with a timescale for completion of 21 May 2013 which asked you to:

ensure staffing arrangements meet the needs of all children, particularly at lunchtime.

improve staff supervision to provide support, coaching and training for staff while fostering a culture of mutual support, teamwork and continuous improvement to consistently promote the interests of children.

ensure the premises and equipment are organised in a way that meets the needs of children, with particular regard to the pre-school room.

ensure all staff have a clear understanding of their roles and responsibilities.

ensure that an accurate written record of all accidents or injuries and first aid treatment is kept.

A monitoring visit was conducted on 24 May 2013 and, whilst some improvements have been made, overall progress was judged as inadequate.

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

During the monitoring visit on 24 May 2013 it was found that the premises and equipment in relation to the preschool room, have been reorganised to enable children to have more space to play and move around freely without obstruction. For example, the number of tables originally in the room, have now been reduced. However the impact of how well the reorganisation meets the needs of the children was not assessed at this visit as there were no children present in this room at the time. This will be monitored at the next visit. An additional room for the preschool children, on the upper floor of the premises, has also been opened so that children are able to access a range of activities which are easily accessible, helping to promote independence and choice.

Improvements have been made regarding staffing arrangements in the toddler room at lunchtime, because you have ensured that staff sit with the children and provide assistance to those children who require help with feeding. However, not enough has been done to address areas of weakness to enable children's individual needs to be met consistently. Staff are so focused on providing this assistance, that they miss opportunities to develop and extend children's social development, communication and language skills. Consequently this impacts on outcomes for children.

The management team have reaffirmed staff roles and responsibilities via monthly staff meetings and have given staff a copy of their job descriptions. However, the system of staff supervision and continuous improvement, remains weak and lacks rigour. Although an appraisal system is in place, it has not been implemented since the last inspection. As a consequence, gaps in some areas of performance remain. For example, the management team have devised a performance sheet which sets out objectives for staff in relation to their job descriptions, however this sheet is yet to be implemented and monitored. In addition, gaps in performance identified at staff supervision have not been acted upon in a timely manner. As a consequence, gaps in some areas of performance remain unchallenged, impacting on outcomes for children. The effectiveness of this system will be monitored at the next visit.

The requirement to record all accidents or injuries and first aid treatment given had been met at the time of this visit.

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. 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