

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



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 12/07/2013. 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.

A further monitoring visit was conducted on 04 July 2013 and it was found that although there was evidence that some improvements have been made, overall progress was judged as inadequate. As a result, you were issued with a Welfare Requirements Notice, with a timescale for completion of 19 July 2013 which asked you to:

- ensure that accident records are analysed to identify risks to children and demonstrates what action has been taken in order to minimise these risks.

A further monitoring visit was conducted on 12 July 2013 and it was found that overall progress was judged as inadequate. As a result, you were issued with a Welfare Requirements Notice, with a timescale for completion of 19 July 2013 which asked you to:

- Take all reasonable steps to prevent unauthorised persons entering the premises
- Ensure that written records of accidents are sufficiently detailed.

We will check compliance with these requirements at the next monitoring visit.

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 12 July 2013, it was found that systems to prevent unauthorised access to the premises were not being implemented effectively by staff. This is because care had not been taken by staff to ensure that the door to the entrance to the premises was shut securely. As a consequence, the door was left wide open enabling easy access to the premises. This compromises children's safety. Despite accident procedures being in place, staff are not following this procedure and are failing to accurately record accidents as they happen. This impacts on children's safety and well-being.

Recruitment and vetting procedures for staff are not as robust as they should be. For example, although referees for new staff provided references when requested, some referees failed to answer specific questions outlined on the standard reference used by the nursery. You were not able to provide any evidence that gaps found on this form were followed up. In addition your record of information regarding the details of criminal record checks for all staff was inaccurate, as you had not recorded for one member of staff, the date a criminal records disclosure had been obtained.

It was also found that staff undertaking specialist roles within the nursery, were still unaware what their roles and responsibilities entailed. This impacts on staffs' ability

to carry out their roles effectively, as well their ability to effectively provide support and advice to other staff within the nursery.

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