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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 04/07/2013. 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 is 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.

We will check compliance with this requirement 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 04 July 2013, it was found that although accident procedures are in place, there continues to be a high number of accidents to children that occur throughout the nursery. This indicates that risks to children are not being minimised and as a result, is impacting on the safety and well-being of children.

Improvements to the reorganisation of the preschool room located on the ground floor, continues to promote a sense of independence for children, as they are able to freely access, as well choose from a range of activities during the session. Further improvements to the lunchtime session for those children based in Jasmine room have also been made. For example, children now have placemats with photos of themselves, which also helps to engage the children in conversation. Staff now sit with the children and serve food to them from their tables. In addition, managers are now observing the lunchtime session in order to provide support to staff where needed. Supervision of staff continues to occur on a monthly basis, but there is now a section on the form for the manager/room leader to put forward agenda items that they wish to discuss with staff in relation to performance or targets that have been set. Appraisals have been completed for most staff and are much more focused in terms of identifying training needs and strengths and weaknesses for staff. The effectiveness of these systems will be monitored at the next visit.

Although room leaders continue to have meetings with the staff in their room on a monthly basis in order to monitor staff practice, staff have still not been made aware of their roles and responsibilities within the nursery. This will be monitored at the next 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