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Moorevilla Nursery
245 Midgeland Road
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Our Reference EY252967

Dear Mrs Sarah Louise Sloane

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Ann, Theresa Flynn, carried out a monitoring visit of your provision on 13/11/2013. 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 28/06/2013, we sent you a welfare requirements notice.

In addition to the welfare requirements notice you were also issued with a notice to improve. The welfare requirements notice required you to complete the following actions by 27 July 2013 in relation to 'making sure staffing arrangements meet the needs of all children, ensure that required ratios are met and that staff are effectively deployed to provide adequate supervision of children at all times.'

The notice to improve asked you to;

'ensure that all staff receive induction training to help them understand their roles and responsibilities.'

'ensure that all staff working with or in regular contact with children are of integrity and good character and have the skills and experience suitable for the work (compulsory and voluntary part of the Childcare Register)'

'provide opportunities for children whose home language is not English to develop and use their home language in play and learning to further support their language development.'

'record information about staff qualifications and the identity checks and vetting processes that have been completed to evidence that a rigorous recruitment procedure has completed including for example gaining suitable references.'

'ensure risk assessments fully take account of the risks or hazards which may arise

for children including risks posed by exposure to the sun.'

At the monitoring visit on 1 August 2013 having considered all the evidence the inspector was of the opinion the provider was making satisfactory improvement overall in relation to the welfare requirements notice and in relation to the actions listed in the notice to improve. Although not all actions had been fully met.

Following this monitoring visit having considered all the evidence the inspector is of the opinion that the provider has met the welfare requirement notice and the actions listed in the notice to improve. The improvements identified at the last monitoring visit have also been sustained.

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

Overall effectiveness of the improvement and outcomes for children

Through documentation used at the setting and through discussion at the monitoring visits the inspector concludes that the provider has demonstrated satisfactory progress in meeting the issues raised in the welfare requirements notice and notice to improve.

Action has been taken to improve staffing arrangements to meet the needs of all children. Ratios are monitored by management on a daily basis and contingency plans are in place to cover any staff absences involving the use of the staff from one of the other local nurseries in this company. This enables staff to be effectively deployed to provide adequate supervision of children at all times.

Action has been taken in improving documentation because the provider is now recording information about staff qualifications and the identity checks and vetting processes that have been completed to evidence that a rigorous recruitment procedure has been completed including gaining suitable references for all members of staff. This helps to ensure that all staff working with children are of integrity and good character and have the skills and experience suitable for the work. The provider has also updated risk assessments to fully take account of the risks or hazards which may arise for children including risks posed by exposure to the sun. For example a sun cream chart has been put in place which staff sign including the time they applied sun cream to the children. New sun hats have been purchased enough for all the children attending and the revised sun protection policy includes children not being allowed out to play between the hours of 11.00 and 14.00 on very hot days. This has contributed to improving the safety and well being of all the children in the setting.

Action has been taken to improve induction training for all staff. The provider has implemented an induction checklist which is a full list of what is covered with new staff during induction. The provider has re-inducted all the staff and is to re-

familiarise staff during staff meetings with all of the setting's policies and procedures. This has contributed to improving the safety and well being of the children in the setting.

Action has been taken in improving opportunities for children whose home language is not English to develop and use their home language in play and learning to further support their language development. The provider is now working with parents, obtaining familiar words in their home language to help staff in supporting children's play and regular parents meetings are undertaken to ensure the children's individual needs are met.

The provider has made satisfactory progress in addressing all the points for improvement, thus ensuring improved outcomes for children. 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 satisfactory 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