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Salem Laugh 'N' Learn
Moravian Church
Lees Road
Oldham
OL4 3AJ

Our Reference EY433974

Dear Miss Nicola Whittington

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Ann Law, carried out a monitoring visit of your provision on 19/11/2013. 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 11/10/2013, we sent you a welfare requirements notice.

The welfare requirements notice required you to:

ensure all children are adequately supervised and staff are effectively deployed to keep children safe outside

ensure a daily record of all children being cared for on the premises and their hours of attendance is maintained

ensure the safety of all children, staff and other on the premises in the case of fire or any other emergency

You were also sent a notice to improve which asked you to:

ensure all staff, including students promptly receive an induction to understand their roles and responsibilities

ensure all practitioners respond to children's interests and development by guiding their learning through positive interaction so that they make better than satisfactory progress

At the monitoring visit of 19 November 2013 a further notice to improve was sent which asks you to:

ensure all practitioners respond to children's interests and development by guiding their learning through positive interaction so that they make better than satisfactory progress, particularly developing their communication and language skills

ensure that induction training includes information about emergency evacuation procedures, safeguarding, child protection, the provider's equality policy and health and safety issues

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

To further improve the early years provision the registered person should:

- ensure all practitioners respond to children's interests and development by guiding their learning through positive interaction so that they make better than satisfactory progress, particularly developing their communication and language skills 19/02/2014
- ensure that induction training includes information about emergency evacuation procedures, safeguarding, child protection, the provider's equality policy and health and safety issues 19/02/2014

Overall effectiveness of the improvement and outcomes for children

A monitoring visit was carried out on 19 November 2013. The provider has taken immediate action by seeking external support and developing an action plan. Many points have already been addressed, including implementing effective systems to ensure all children, staff and visitors are recorded as being present on the premises. A successful emergency evacuation was carried out recently and 14 children and five staff were evacuated within four minutes. Registers were found to be accurate and all children received a certificate of participation.

Although all staff and students have now received an induction, the induction process is not yet robust enough to evidence that all the required elements have been completed ensuring that a full understanding of roles and responsibilities have been gained.

During the monitoring visit the inspector observed good systems in place to supervise children, including robust procedures when children are arriving, and throughout the morning across the two rooms used for childcare. The inspector was unable to observe supervision of children playing in the outdoors due to inclement weather, but there was no evidence to suggest that children would not be supervised. For example, before the children arrived the outdoor play equipment had been set up to ensure that if children were playing outside the staff would have been able to give them their full attention instead of setting up the area.

A system of peer observations has been introduced by the provider and, although in its infancy, it has identified areas for improvement in staff interactions with children. The next stage of this process will identify whether these have been effectively addressed. Through observations at the monitoring visit, the inspector also identified areas where staff can improve their interactions with children. Small group time and snack time was observed to be approached well by staff who interacted positively with the children; speaking to the children, allowing children time to listen and respond and providing good opportunities for the children to develop their communication skills. This is particularly important for the setting as there are seven different languages spoken by the children who attend and many children start at a lower communication and language development band than expected. However, large group time is not handled as well and children who are not participating in story-time are allowed to disrupt the activity with musical toys and hinder the development of communication and language.

Next steps

Having considered all the evidence the inspector is of the opinion that at this time:

- The setting has made satisfactory progress in addressing the points for improvement. The next visit will be a further monitoring visit.

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

For the attention of: Compliance, Investigation and Enforcement Team.

Reply slip

Name and Address of setting:

Salem Laugh 'N' Learn
Moravian Church
Lees Road
Oldham
OL4 3AJ

ACTIONS

Please complete the box below to show what you have done in order to meet the action required:

Action Required	Action Taken	Date Completed
ensure all practitioners respond to children's interests and development by guiding their learning through positive interaction so that they make better than satisfactory progress, particularly developing their communication and language skills		
ensure that induction training includes information about emergency evacuation procedures, safeguarding, child protection, the provider's equality policy and health and safety issues		

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Name: _____

Signature: _____

Date: _____

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