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Fig Tree Day Nursery
12 - 14 Mowbray Close
Frankley
Birmingham
B45 0ES

Our Reference EY423162

Dear Ms Kate Elizabeth McCarthy

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Esther Gray, carried out a monitoring visit of your provision on 20/11/2013. 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 20/09/2013, we sent you a welfare requirements notice.

To improve the quality of care and education provided you were required to: ensure that staff understand how to use risk assessments effectively, so that any hazards are accurately identified and minimised in order to keep children safe, obtain, record and act upon information about children's dietary needs, ensure that routines are organised so that children's individual needs are met, for example, limiting noise and making play spaces calm and orderly so that children who need to sleep, can do so safely and undisturbed and implement an effective behaviour management policy, and procedures, and ensure a named practitioner has the necessary skills to advise other staff on behaviour issues and to access expert advice if necessary, to ensure children are aware of expectations and boundaries to keep them safe.

In addition to the welfare requirement notice a notice to improve was also issued that required you to: ensure that fresh drinking water is available and accessible to children at all times, ensure that there is at least one member of staff who holds a full and relevant level 3 qualification caring for children aged three and over so that their individual needs are met (Early Years Register) and ensure that risk assessments are thorough and identify all risks and the steps taken to minimise these so that children's safety is promoted (compulsory part of the Childcare Register).

A further set of actions were also identified with later dates for completion to allow time for training to be undertaken by staff as follows: develop a culture of

continuous improvement by using reflective practice and evaluation. Include input from staff and parents, to identify the setting's strengths and priorities for improvement so the needs of all children are met, implement effective procedures to monitor and support children's learning by; developing the educational programmes to provide challenging, playful experiences and ensuring staff ask open-ended questions to extend children's language and stimulate their interest through shared attention, ensure there is a well-resourced and stimulating environment where all resources are organised effectively and children are encouraged to use these, so that they can move, use and combine them in different ways to extend all areas of their learning and make sure staff are proactive in developing a targeted plan to better support children's future learning and development when other professionals are involved. These later actions must be met by 6 January 2014.

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

During the monitoring visit carried out on 20 November 2013 it was found that satisfactory progress has been made in meeting the priority actions identified in the welfare requirement notice. Steps have been taken to ensure that the cook and staff, in cooperation with parents, identify ingredients in food which may adversely affect the health and well-being of children are carefully eliminated where children have allergies or medical conditions, and that cultural and religious requirements are met at all times. This aspect of the notice is met. The staff have undertaken to follow this up to a greater depth in discussion with parents and carers to meet children's individual dietary needs robustly.

Areas of the nursery have been reorganised and the routines of the day have been reviewed to consider how making better use of some areas, and enhancing other areas with better resources and flooring, produce a more conducive environment for children, who need a place to retreat to for rest and sleep or generally engage in quiet play. The review of the routines has also identified to staff how they can enhance methods used to encourage good behaviour and develop children's social skills, where good planning eliminates poor behaviours as a result of providing stimulating play. The owner and staff acknowledge they still have more work to do in this area.

Fresh drinking water is readily available at all times for all children across the nursery. More staff have been employed at level three qualification to ensure the qualification requirements are met, which will ensure the quality of childcare and education can improve. The hierarchy of staff is displayed to show who parents can go to if they have a query or concern. Risks are assessed and identified with new paperwork and systems that have improved to ensure that they can be confident that checks are rigorously carried out as often as necessary to ensure children's safety. There remain some risks that have not been considered, such as how to

ensure the manufacturers instructions are followed in terms of assembly of equipment and to ensure they are used for the purpose intended, however, no accidents have occurred in relation to any equipment in the nursery. Accidents are considered when making assessment of risks. There is, however, no overall method of overseeing this for the leaders and managers of the provision to ensure areas of risk are identified and minimised by a list of how and when any accidents or incidents occur.

To monitor the success of the sustainability of the improvement and to monitor the actions required to be taken by a later date, a further monitoring visit will be undertaken.

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