

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



Elm Lane Day Nursery
24 / 26 Church Street
DAGENHAM
Essex
RM10 9UR

Our Reference EY363213

Dear Mrs Grace Funke Akinnugba

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Cheryl Langley, carried out a monitoring visit of your provision on 03/12/2013. 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 15/05/2013, we sent you a welfare requirements notice.

This notice required you to ensure staff understand and adhere to the nursery's safeguarding policies and procedures, including being alert and taking appropriate action in relation to any accident, incidents or injuries that occur when children are not in the nursery, to fully protect children, Early Years Foundation Stage Safeguarding and Welfare Requirement, Child Protection 3.4; develop effective methods of risk assessment in order to minimise the risks of children accessing inappropriate areas of the nursery, Early Years Foundation Stage Safeguarding and Welfare Requirement, Risk Assessment 3.63 and ensure that all staff make every child feel safe and secure and their individual needs are met, Early Years Foundation Stage Safeguarding and Welfare Requirement Staff: child ratios, 3.27. These actions were to be met by 15 July 2013.

You were also issued with a Notice to Improve which required you to ensure staff are able to ignite children's curiosity and enthusiasm for learning and are able to build their capacity to learn and form relationships, Learning and Development 1.4; make sure staff respond to each child's emerging needs and interests, guiding their development through warm positive interaction, Learning and Development 1.9 and ensure each area of learning and development is implemented through planned, purposeful play and through a mixture of adult-led and child-initiated activity with particular reference to the organisation of resources, Learning and Development 1.9. These actions are to be met by 31 July 2013.

At the monitoring visits conducted on 17 and 18 July 2013 we found that some action had been taken. Staff had been updated on the safeguarding policies and procedures which included taking immediate action if any concerns are identified in relation to accidents, injuries or marks children sustain outside of the nursery. There was also documentary evidence to show that staff had followed up concerns with the local authority safeguarding team about children that have been in their care to make sure relevant information is recorded to protect them in the future.

Action was taken to address the risks identified at the inspection, which included making sure cots were safe for use and that a door can be closed sufficiently to make a room inaccessible if required. However, potential risks that arose at the monitoring visit were not addressed until the regulatory inspector pointed them out. This included assessing the potential risk to children when using a large paddling pool and the risk of injury to a child sleeping on the floor when other children were running around in the same area. Appropriate action was taken which included making sure there was sufficient supervision in the outside and inside area when the paddling pool was in use, that any slip hazards were dealt with as soon as possible and toys and equipment were moved out of the way from the paddling pool and surrounding area. The sleeping child was taken into another room with a member of staff. This was an area of weakness and was monitored at the next visit. To improve the provision for unsettled children a record of settling in and transition had been developed for children changing rooms. Action plans were drawn up each day which include what the child likes to make them feel more secure and engaged.

Staff training in different aspects of learning and development had begun, which included open ended questioning to challenge children and extend their play and thinking. Managers planned to monitor staff interaction with the children to assess for effectiveness. New planning had been implemented which included seven adult led activities and choices for the children had been improved to keep them engaged with play and purposeful activities. A member of staff had attended 'Letters and Sounds' training and other areas of development had been planned for. However at this monitoring visit there was little evidence of improvement during the observation of staff interaction with the children. Resources in the main play room had been rearranged to try to encourage choice and more space in the different areas of play. A further monitoring visit was arranged.

At the monitoring visit on 5 August 2013 there was little evidence from observation that the actions requiring compliance by 31 July 2013 had been met. Lunch time was chaotic and disorganised. There was little observed to develop children's social skills, to enhance their understanding of appropriate behaviour in groups and to promote confidence in their abilities. This was because tasks were completed by adults while children sat at tables asking for what they wanted. When a child did attempt to demonstrate some independence and physical ability the water jug they wanted to

pour from was too heavy for them and the task had to be completed by an adult. Children argued about utensils which were poorly organised. Most of the children did not want to eat the food provided and no alternative was offered. As a consequence some children only had three or four mouthfuls of plain rice for their lunch. There was no indication during this routine activity that staff had updated their knowledge and skills to engage children in a positive and purposeful way.

Staff deployment was compromised by low staffing levels, particularly during the lunch period. This was exacerbated by new members of staff attending who had yet to be vetted, were not monitored and could not be left unsupervised with the children. As a result, on some occasions one member of staff was left standing between rooms or between the inside and outside area to observe children in the different areas. This was not conducive to efficient staffing arrangements to make sure children are safe and it was difficult for staff to meet their individual needs.

The systems developed to support transition and help reassure unsettled children was undermined by the high turnover of staff in a very short period of time. As a result compliance with the welfare requirement notice was not being sustained to ensure that all staff make every child feel safe and secure and their individual needs met.

The notice to improve due for compliance by 31 July 2013 had not been met. In addition a further welfare requirement notice with a timescale for completion of 16 August 2013 was served as follows:

- make sure staffing arrangements meet the needs of all children and ensures their safety, with particular reference to newly appointed un-checked staff
- implement a clear and well-understood policy, and procedures, for assessing any risks to children's safety
- make sure children are provided with healthy, balanced and nutritious meals which keep them satiated
- provide effective supervision to support, coach and train staff to promote the interests of children
- ensure children are healthy, safe and secure, their individual needs met and that they have positive relationships with the adults caring for them

At the monitoring visit on the 19 August 2013 steps had been taken by staff to meet the actions in the Welfare Requirement Notice to be met by 16 August 2013. Staff were deployed to make sure there were a minimum of two checked staff in one area

at any one time. This made sure that any unchecked staff were not left unsupervised as they moved around the building.

All activities were risk assessed prior to use. To minimise potential hazards and make sure staff were able to supervise children at all times, only small numbers of children would be allowed to use a small paddling pool at one time. All children used suitable bedding for sleeping and were supervised to keep them safe while they were sleeping.

Children were offered alternative food at meal times and not just those from the menu to make sure they had sufficient food throughout the day to keep them healthy and comfortable.

Staff were being supported through a regular monitoring and supervision system. Their views were sought and action taken to meet any training needs. Children were allocated a key person and each key person is supported by additional staff.

There was some improvement to the resources and activities available to the children. They had fun digging soil in the outside area, talking about how plants grow from seed and observing the size of their recently planted cress. Children were encouraged to pick out their name labels and link sounds to letters. They were keen to show their work on display to visitors. Staff encouraged politeness and asked open questions at times to make them think and extend their play. A further monitoring visit was arranged to check that the actions continued to be met and improvement maintained.

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

At this monitoring visit, conducted on 3 December 2013 specifically to concentrate on the quality of teaching, a marked improvement in your provision was observed. Staff were well organised and deployed effectively to keep children safe and support them well. They interacted well with the children, promoting learning through purposeful questions to encourage thinking and problem solving. Staff are enthusiastic and provide good role models. As a result children learn to behave well and respect their peers. They are becoming confident, independent and developing a broad range of skills and knowledge across the areas of learning.

Meal times are a well organised social occasion. A healthy menu is provided with choices to make sure all children have sufficient food to make them feel comfortable. New children were made to feel welcome and settling arrangements organised to suit their needs. Children had fun joining in with stories, taking part in songs and sharing their experiences during circle and meal times. Your manager supports and

guides the staff well to make sure they have the required knowledge and skills to provide a safe and stimulating environment. You are therefore meeting the Early Years Foundation Stage Safeguarding and Welfare Requirements and no further monitoring visits are required.

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