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Blackberry Bush Day Nursery
The Old School House
Leicester Road
Countesthorpe
Leicestershire
LE8 5QU

Our Reference 223194

Dear Ms Jane Marie Wakefield

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Yvonne Johnson, carried out a monitoring visit of your provision on 10/01/2014. 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 29/11/2013, we sent you a notice to improve.

In order to ensure that children learn and develop well and are kept healthy and safe you were issued with a notice to improve. This required you to:
implement the safeguarding policy so that any allegations made against a member of staff are managed appropriately and;
notify agencies with statutory responsibilities of allegations against members of staff, without delay.

However following the inspection, the nursery's registration was suspended on 04 December 2013 due to safeguarding concerns. Ofsted investigated these concerns and the suspension was lifted on 18 December 2013. Ofsted served you with a number of Welfare Requirement Notices following investigation that supersede the actions from inspection. These required you to:

ensure you have and implement a policy, and procedures, to safeguard children. These should be in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB). The safeguarding policy and procedures must include an explanation of the action to be taken in the event of an allegation being made against a member of staff;
must have regard to the Government's statutory guidance 'Working Together to Safeguard Children'. If providers have concerns about children's safety or welfare, they must notify agencies with statutory responsibilities without delay. This means the local children's social care services and, in emergencies, the police;
ensure that people looking after children are suitable to fulfil the requirements of their roles. Providers must have effective systems in place to ensure that

practitioners, and any other person who is likely to have regular contact with children are suitable;

ensure you understand and your responsibilities under the Safeguarding Vulnerable Groups Act 2006;

ensure that you put appropriate arrangements in place for the supervision of staff and managers who have contact with children and families. Supervision should foster a culture of mutual support, teamwork and continuous improvement which encourages the confidential discussion of sensitive issues.

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

The provider has taken action to address the issues from inspection and the investigation this was discussed. Since the inspection the procedure of reporting any safeguarding issues has been reviewed and this is now the responsibility of the manager, who will report to the agencies with statutory duties and then to the head office. This means that children will be safeguarded by direct reporting taking place without any delay. The procedures for dealing with any allegations against a member of staff have been discussed with staff and new systems are being implemented to make the process more accessible to staff so they are able to raise any concerns with the appropriate person, including external agencies.

The provider has reviewed their procedures for the monitoring of new staff and current staff. Appraisals and supervisions will ensure that any gaps in staffs knowledge and understanding are identified and training and/or support is put in place to support staff in their care of the children. Action has also been taken to look at the support of senior staff at the nursery and a new area manager has been put into place to assist the provider in the monitoring of the quality of care provided. Regular team meetings and staff supervisions will look at the quality of care provided to children and will maintain a focus on any safeguarding issues. The provider has also sought advice from the local authority development team.

The provider has yet to complete an internal investigation as some records were held by the regulator, these have now been returned and the provider will proceed with this next step.

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