

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

Edgbaston Grange Day Nursery
227 Hagley Road
Birmingham
West Midlands
B16 9RP

Our Reference EY284917

Dear Dr Kandiah Somasundara-Rajah

Monitoring for provision judged as inadequate

An Ofsted inspector, Kamaljit Kaur Jandu, monitored your provision on 15/01/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 30/09/2013, we sent you a welfare requirements notice.

The welfare requirements notice asked you to: ensure that practitioners, and any other person who is likely to have regular contact with children, are suitable; in particular apply for a new suitability check as soon as possible when allowing a person to start work using an existing check and make available for inspection details to confirm that suitable references have been obtained, and identity checks carried out; ensure all staff have appropriate training, skills and knowledge to fulfil their roles and responsibilities; this specifically refers to making sure that there are effective supervision and monitoring arrangements to accurately assess and identify the training and development needs of all staff, and ensure effective support and guidance is provided where necessary and ensure that there are clear and well-understood policies and procedures for assessing and minimising risks to children's safety and, review risk assessments regularly and take action to minimise or reduce those risks identified.

We also sent you a notice of action to improve which asked you to: foster a culture of continuous improvement by implementing effective systems for self-evaluation to obtain a clear view of the strengths of the nursery and what is needed to bring about improvements for children; ensure that all necessary measures are taken to minimise any identified risks; this specifically refers to conducting thorough risk assessments to appropriately identify and minimise risks to children's safety and ensuring that children cannot fall or climb out from the windows on the second floor of the nursery and keep a written record of any complaints, and their outcome and ensure that it is made available to Ofsted on request.

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

Overall effectiveness of the improvement and outcomes for children

A monitoring visit took place on 29 October 2013. The provider had not yet ensured that all practitioners who have regular contact with children have a disclosure and Barring services check in place, with checks waiting to be fully completed since May 2013. References obtained for practitioners did not include the dates of previous employment, this meant that gaps in the employment history of the applicant were not identified and could lead to unsuitable people working with children. Supervision and monitoring arrangements of staff had been improved but were still in their infancy, with no supervision sessions yet carried out, and training and development needs of all staff, or any support and guidance required not yet identified. Risk assessments were not thorough. All risks to children's safety were not identified, minimised or removed. In addition to the risks identified at the inspection, risks from the fire escape had not been identified, evacuation procedures did not take into account any additional needs of staff or children and the safety of babies sleeping on the floor on a mattress in a room where other children could move around freely had not been considered.

The provider had begun to undertake self-evaluation however this was in its early stages and the provider did not yet have a clear view of the strengths of the nursery and what is needed to bring about improvements for children. The written record of any complaints and their outcome had been improved, although not all written complaints had been responded to in writing in line with requirements.

An additional welfare requirements notice was issued:
undertake a risk assessment of the fire escape and take action to minimise or reduce any risks identified (Statutory Framework for the Early Years Foundation stage: Risk assessment)

An additional notice to improve was also issued:
take reasonable steps to ensure the safety of children, staff and others on the premises in the case of fire or any other emergency, with specific reference to ensuring additional needs of adults or children are considered within the emergency evacuation procedure. (Statutory Framework for the Early Years Foundation stage: Safety)

ensure that appropriate provision is made for children who wish to relax, play quietly or sleep, including the provision of appropriate furniture, with specific reference to ensuring the safety of any child who is asleep (Statutory Framework for the Early Years Foundation stage: Premises)

Overall the setting had made inadequate progress in meeting the actions raised at the inspection and a further monitoring visit was required.

Following a further visit to the setting on 1 November 2013 to monitor the welfare requirements notice, it was found that not all adults understood the emergency evacuation procedures where there were additional needs.

A further notice to improve was issued:
ensure all adults working on the premises fully understand the emergency evacuation procedures, with specific reference to procedures to support adults or children with additional needs.

The second monitoring visit took place on 15 January 2014. The provider has employed a new manager who is undertaking a self-evaluation of the settings strengths and weakness in order to make targeted improvements. Practitioners are involved in this process, and their views and ideas are sought and implemented. The new planning system helps to support children in their learning and development. All practitioners who have regular contact with children now have a Disclosure and Barring services check in place. References obtained for practitioners now include the dates of previous employment, ensuring any gaps in employment history of the applicant are identified. Supervision and monitoring arrangements of staff have been improved and supervision sessions have been carried out with most staff. Training and development needs of staff, and the support and guidance required is being identified and sourced. Risk assessments are in place and risks to children's safety can be easily identified, minimised or removed by staff who are more vigilant. The risks from the external fire escape have been minimised. The evacuation procedures have been improved to include procedures for those with any additional needs, and staff are clearly able to explain new procedures. Children have practiced evacuation from the external fire escape so that they can become familiar with this exit point. Babies now sleep in cots, minimising the risk to their safety from children who are able to move freely around the room. The written record of any complaints and their outcome has been improved, and procedures are in place to ensure that all written complaints are responded to in writing in line with requirements.

Next steps

The next step will be a full inspection.

If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson
National Director, Early Education