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Oaklands Day Nursery
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Our Reference EY387260

Dear Mr Damian Louis Gregory

Monitoring for provision judged as inadequate

An Ofsted inspector, Michael, David Charnley, monitored your provision on 14/02/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 06/11/2013, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

The notice required you to; improve arrangements for the supervision of children by ensuring the required staffing ratios are maintained at all times of the day and staff effectively deployed to meet the needs of children and legal requirements; ensure staff have appropriate skills and knowledge and a clear understanding of their roles and responsibilities with specific regard to maintaining hygienic practices at nappy changing times to prevent the risk of cross infection; improve the effectiveness of risk assessment and health and safety procedures to identify report and remove hazards with specific regard to trailing wires in the Bumble Bee room and wet and mouldy books in the outdoor play area to prevent health hazards.

You were also issued with a notice of actions to improve that required you to:

Implement robust procedures for performance monitoring of staff to ensure they receive effective support coaching and training to ensure they have the skills, understanding and knowledge to undertake their roles and responsibilities effectively; improve the educational programme for children with English as an additional language by ensuring that children experience a language rich environment and by developing practitioners' skills in using a range of communication strategies, such as visual timetables, modelling language and supporting and developing children's skills and confidence in speaking; to provide resources that promote inclusive practice and take account of children's differences, particularly for those who exhibit a preference for using their left hand, in order to

provide equality of opportunity for children to access all activities.

Through examination of documentation at the setting and via discussion and observation at the monitoring visit the inspector concludes that the setting has demonstrated steady progress in making improvements in the areas of weakness that led to the issue of a welfare requirements notice and a notice of actions to improve.

The management team have worked hard to drive improvements and develop more rigorous systems to address the concerns raised at inspection and at the subsequent monitoring visits.

The monitoring visit carried out on 14 February 2014 found that prompt and effective action in line with the welfare requirement notice has been made in respect of the setting meeting the required adult to child ratios, maintaining hygiene practices and improving the risk assessment procedure.

Since the inspection in November 2013 two lunchtime assistants have been employed to support the existing staff team and to provide enhanced levels of supervision. The rotas and registers show that there is appropriate cover throughout various times of the day and floating staff are deployed to ensure that there are a sufficient number of adults working with children at all times according to the varying age groups and movement of children between rooms. Regular ratio checks are also carried out by the manager as a means of ensuring the system is working in practice.

At the monitoring visit all rooms were observed with the addition of the outdoor play area. There was more than sufficient staff cover for the numbers of children present. Children were appropriately supervised including over the lunchtime period where a relaxed, calm atmosphere was observed. Children as young as two years were also observed to be well behaved sitting in an orderly manner whilst eating their meal and engaging in simple conversations with staff. During outdoor play staff exercised vigilance in providing suitable levels of support and supervision to children who were observed to move freely around the spacious and stimulating environment with a good variety of resources to choose from.

Prompt and effective action in line with the welfare requirements notice has been made in respect of staff maintaining good hygiene practices. Staff are clear about their role and responsibilities and exercise extra vigilance when changing nappies. This was evident upon speaking to the manager and individual staff about the nappy changing procedure. Staff meetings have included agenda items specifically focussing on the area of hygiene and prompts for staff are displayed on the walls as a reminder of the procedures to follow. Good hygiene practices were observed as part of the visit and the premises are in a good state of hygiene and cleanliness.

Prompt and effective action in line with the welfare requirements notice has been made in respect of improving the risk assessment procedure. Daily risk assessments are undertaken of each room at the start of each day by designated staff who are

clear about their role and responsibility in taking action to remove any hazards as soon as practicable. This was also evidenced through an examination of documentation produced. They are also clear about the duty to report any hazards immediately to the management team so that they can be acted upon swiftly to promote children's safety. The areas identified as a concern at the inspection relating to trailing wires and the presence of mouldy looking books outdoor has been acted upon. The premises upon observation of the indoor and outdoor play areas were found to be safe and secure with no identified hazards. This means that children can play and choose resources in a safe environment.

Prompt and effective action has been made in line with the notice to improve action that required the setting to implement robust procedures for the performance monitoring of staff to ensure they have the skills, knowledge and understanding to fulfil their roles. Staff meetings have been held with the focus on ensuring that key workers exercise extra vigilance when setting out resources to meet the needs of individual children so that they are full included in activities and not disadvantaged.

The manager has enhanced current monitoring procedures of staff performance by observing their teaching practice and giving subsequent feedback formally and informally. There is also an appraisal system in place that involves the manager conducting one to one sessions with staff as a means of identifying targets, achievements and any areas for improvement. From speaking to individual members of staff they are satisfied with levels of support from management, extra resourcing and the opportunity to attend training to aid their development. Staff who attend training courses feedback to the staff team about what they have learnt and how this can enhance their child care and teaching practice.

Sufficient progress has been made in line with the notice to improve action that required the setting to improve the educational programme for children with English as an additional language and to provide resources that promote inclusive practice and take account of children's differences. Additional resources have been obtained to support children whose first language isn't English and within the programme plans are activities that incorporate the opportunity for all children to learn simple words associated with different languages and cultures. Key workers liaise in partnership with parents encouraging them to identify and supply words that can be introduced within the daily programme of activities. Observed in the pre-school room were multi-cultural materials and displays that were accessible to all children. There are currently no children on roll who use English as an additional language hence it was not possible to observe in practice how effective the improvements have been. It is recommended that the practice of promoting inclusion for all children in attendance is considered at the next inspection.

Having considered all the evidence, the inspector is of the opinion that the setting has taken prompt and effective action to address the points for improvement.

Our Reference EY387260

Next steps

The next step 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

Nick Hudson
National Director, Early Education

Actions

Action	Due date	Closed date
implement effective and informed performance monitoring of staff to ensure they receive effective support, coaching and training so that they have the skills, understanding and knowledge to undertake their roles and responsibilities effectively	11/12/2013	18/02/2014
improve the educational programme for children with English as an additional language by ensuring that children experience a language rich environment and by developing practitioners' skills in using a range of communication strategies, such as visual timetables, modelling language and supporting and developing children's skills and confidence in speaking	11/12/2013	18/02/2014
provide resources that promote inclusive practice and take account of children's differences, particularly for those who exhibit a preference for using their left hand, in order to provide equality of opportunity for children to access all activities.	11/12/2013	18/02/2014