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Cherubins Day Nursery - Lewisham
Branch
Ladywell Lodge
Slagrove Place
London
SE13 7HT

Our Reference EY431002

Dear Mrs Elaine Velma Brown

Monitoring for provision judged as inadequate

An Ofsted inspector, Siobhan O'Callaghan, monitored your provision on 06/03/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 22/04/2013, we sent you a welfare requirements notice.

You were given a timescale for completion of 21 May 2013 which asked you to:

ensure staffing arrangements meet the needs of all children, particularly at lunchtime.

improve staff supervision to provide support, coaching and training for staff while fostering a culture of mutual support, teamwork and continuous improvement to consistently promote the interests of children.

ensure the premises and equipment are organised in a way that meets the needs of children, with particular regard to the pre-school room.

ensure all staff have a clear understanding of their roles and responsibilities.

ensure that an accurate written record of all accidents or injuries and first aid treatment is kept.

The monitoring visit on 24 May 2013 concluded that whilst some improvements had been made, overall progress was judged as inadequate. Evidence gathered did not show continuous quality improvement for all children. Therefore a further monitoring visit was scheduled to revisit all of the previous Welfare Requirements notices that were issued.

The monitoring visit conducted on 04 July 2013 concluded that although there was evidence that some improvements had been made, overall progress was judged as inadequate. As a result, you were issued with a Welfare requirements notice, with a timescale for completion of 19 July 2013 which asked you to:

ensure that accident records are analysed to identify risks to children and demonstrates what action has been taken in order to minimise these risks.

A further monitoring visit was conducted on 12 July 2013, and it was found that overall progress was judged as inadequate. As a result, you were issued with a Welfare Requirements Notice, with a timescale for completion of 19 July 2013 which asked you to:

- Take all reasonable steps to prevent unauthorised persons entering the premises,
- Ensure that written records of accidents are sufficiently detailed.

The monitoring visit on the 1 August 2013, found that some improvements had been implemented within the nursery to improve practice. Especially with regards to the management of the entrance to the nursery and the recording of accidents which were more robust. However, the quality and robustness of recruitment procedures and staffs understanding of their roles and responsibilities were still seen to be weak. The outcome was that a further monitoring visit to the nursery was required.

The monitoring visit conducted on 03 October 2013 found that overall progress was judged as satisfactory. Positive improvement had been observed with regards to all previous Welfare Requirements Notices. However, a further monitoring visit was scheduled to observe whether continuous improvement could be sustained.

During the monitoring visit on 6 March 2014, the inspector discussed with the provider the steps taken to continually improve the quality of the provision since the last monitoring visit. The inspector revisited previous Welfare Requirements Notices and notices to improve to assess whether sustained improvement had been achieved. The inspector spent time observing practice in the rooms; she talked with staff, children and parents. The inspector was assisted by the provider her new manager and deputy manager during the course of the visit.

The inspector observed improved lunchtime routines with a focus on developing children's independence. Older children confidently help to serve their own food and enjoy these relaxed social experiences. Staff ratios across the nursery were observed to be met and therefore children received appropriate support to meet their individual needs. Discussions with staff demonstrate that they feel well supported by management. Staff say that they now have monthly supervision meetings and can discuss their professional training and development opportunities. Staff with specialist roles have attended appropriate training and demonstrate a competent knowledge and understanding of their roles and responsibilities. Discussions and

documents show that all staff have attended recent training in positive behaviour management strategies and room leaders are all embarking on leadership courses to support them within their line management roles. Overall, this supports the motivation of staff who were observed to carry their roles confidently.

The provider demonstrated that secure recruitment and vetting procedures were implemented for her new manager and receptionist. The manager is suitably qualified and experienced and was able to share her comprehensive action plan that she has devised in partnership with the provider to bring about improvements within the nursery. Discussions and documents show that the new manager of the nursery has implemented peer observations with a focus on improving quality interactions for children. She has also implemented the use of the Environment Rating Scales (ECERS) which helps to assess and improve the learning environments for children. These new initiatives have helped to improve the quality of learning experiences offered to children. This was demonstrated in children's confidence to access their child friendly learning environments. Children observed throughout the nursery were appropriately busy and engaged and were supported positively by staff.

The recording and monitoring of accidents and incidents within the nursery is a continued focus. Accidents to children have decreased and there is evidence that staff are recording more detailed information about where and how accidents have occurred. There is now more emphasis on looking at ways to prevent further accidents from reoccurring. During the visit the nursery was observed to be safe and secure. A receptionist was present at the front of the nursery at all times to greet visitors and to sign them in and out of the building. Suitable cover was organised to enable the receptionist to take breaks during the day.

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.

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