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Fair Play Day Nursery
38 Fair Road
BRADFORD
West Yorkshire
BD6 1QL

Our Reference EY442360

Dear Mrs Eileen Maria Gamble

Monitoring for provision judged as inadequate

An Ofsted inspector, Laura Hoyland, monitored your provision on 04/03/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 04/12/2013, we sent you a notice to improve. The actions you were set are included at the end of this letter.

During the monitoring visit the inspector discussed with you the steps you have taken to address the actions raised in the notice to improve. She observed staff practice and interaction with children, looked at a range of documents including risk assessments, registers, qualification certificates and planning. In addition, the inspector held discussions with the provider, manager and several members of staff. The inspector also spoke to a representative from the local authority.

The inspector found that you have created an action plan with the support of the local authority advisor and have split the actions required into manageable tasks. However, many actions have not yet been sufficiently addressed to demonstrate you are taking prompt and effective action. Consequently, the drive for improvement is not embedded and this has an impact on children's safety, learning and well-being.

Action has been taken to minimise some of the potential risks posed to children. You have removed drawstring bags and carrier bags from children's reach, have created a secure gate at the top of the stairs and reviewed the sleeping procedures for babies. Sleeping babies are supervised effectively to ensure they are not disturbed by children who are awake and the environment has been changed to make this area calm and quiet. However, further risks are not consistently identified by staff to ensure children's well-being is protected. For example, children run around the room with pencils in their mouths and climb on resources and furniture.

The inspector found that the majority of staff have attended paediatric first aid

training. You ensure that there is always a paediatric first aid qualified member of staff accompanying children on outings, when taking children to and from school and on the setting's premises during opening hours. In addition, you have changed the named manager in the setting to ensure that there is a person in charge with a full and relevant level 3 childcare qualification. Staff are deployed effectively to meet the required adult to child ratios and the manager is surplus to ratio requirements. New staff have been employed who are qualified and furthermore, qualified staff work alongside unqualified staff throughout the setting and after school club.

The inspector discussed the staff deployment in the out of school club and took account of the number of children attending on a daily basis. The numbers do not exceed the space requirements of the building used for the school children and children are signed in and out of the after school club daily. However, they are not always signed out of the setting and younger children in the setting are also not always signed in and out accurately. For example, children on transition to another room are signed out on one register but not signed in on the other room register and often children are not signed out at the end of the day. This means that the number of children in the setting is not accurately reflected on the registers and this has an impact on children's safety in the event of a fire or other emergency.

The inspector observed the quality of teaching in the setting, which is still not sufficiently good enough to support children's learning and development. You have held a training session on how children learn and develop, but state that this did not prove successful and additional training is required for staff. The toddler room is not yet effectively organised to provide a stimulating environment for children and as a result, children display challenging behaviour. Staff do not yet deal with challenging behaviour consistently well and strategies used are not always positive. In addition there is no key person system in place for toddler children. This means that children are not adequately supported to understand the rules and boundaries in the setting by developing safe, secure and respectful relationships. Challenging behaviour was observed, the result being several children causing minor accidents to other children. Staff did not complete accident forms promptly or follow the setting's policy and procedures for notifying parents of any bumps to the head. This means children's welfare is not adequately protected.

Action has been taken to develop older children's independence at mealtimes. Children access their own cutlery before sitting at the table and have started to self serve their own meals. Staff interact well with children during this time and their confidence is growing. However, staff interaction at other times is weak and this has not been sufficiently addressed to embed improvement.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

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Next steps

We will take enforcement action to ensure compliance with children's welfare and/or learning and development requirements.

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
ensure that robust risk assessments are undertaken to ensure that all hazards are identified and minimised to promote children's safety, with specific regards to; drawstring bags and carrier bags stored at low-level, the arrangements for sleeping children in the baby room and the system for securing the gate at the top of the stairs	18/12/2013	
ensure that there is at least one person who has a current paediatric first aid certificate on the premises at all times when children are present and when accompanying children off the premises	18/12/2013	04/03/2014
ensure that the manager holds at least a full and relevant level 3 qualification, in order to effectively fulfil their role	04/06/2014	04/03/2014
review and improve staffing arrangements, in relation to how qualified and unqualified practitioners are deployed, in order to meet the needs of all children and promote the efficient and safe management of the nursery	18/12/2013	04/03/2014
keep an accurate daily record of children's hours of attendance, to promote the efficient and safe management of the provision and confirm that space requirements are adhered to at all times	18/12/2013	
improve the quality of teaching by; ensuring that the learning environment is consistently organised effectively to facilitate child-initiated activities and by reflecting on the different ways children learn in their practice, including by reviewing the quality of adult's interaction	18/12/2013	
develop the educational programmes for children's personal, social and emotional development and physical development by; using more effective strategies to help children learn about boundaries and appropriate expectations for behaviour	18/12/2013	

and encouraging positive behaviour and by supporting older, more able children's independence at mealtimes.

ensure that at least one person has successfully completed a qualification at a minimum of level 2 in an area of work relevant to the childcare, or training in the core skills as set out in the document 'common core of skills and knowledge for the children's workforce (voluntary part of the Childcare Register)	18/12/2013	04/03/2014
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ensure that at least one person who is caring for children has an appropriate first aid qualification (compulsory part of the Childcare Register)	18/12/2013	04/03/2014
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ensure at least half of all persons caring for children have successfully completed a qualification at a minimum of level 2 in a relevant area of work (compulsory part of the Childcare Register)	18/12/2013	04/03/2014
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ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (compulsory part of the Childcare Register)	18/12/2013	04/03/2014
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keep a daily record of the names of the children looked after on the premises and their hours of attendance (compulsory part of the Childcare Register)	18/12/2013	
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ensure that at least one person who is caring for children has an appropriate first aid qualification (voluntary part of the Childcare Register)	18/12/2013	04/03/2014
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ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (voluntary part of the Childcare Register)	18/12/2013	04/03/2014
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keep a daily record of the names of the children looked after on the premises and their hours of attendance (voluntary part of the Childcare Register).	18/12/2013	
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assign a key person to each child to offer a settled relationship and ensure care is tailored to meet their individual needs	11/03/2014	
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ensure a written record of accidents is	05/03/2014	
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promptly completed following an accident
or injury to a child

keep a record of accidents which occur 05/03/2014
on the premises (compulsory part of the
Childcare Register)

keep a record of accidents which occur 05/03/2014
on the premises (voluntary part of the
Childcare Register)