

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



Bouncing Bees
1 Russells Ride
Cheshunt
WALTHAM CROSS
Hertfordshire
EN8 8TS

Our Reference EY444965

Dear Mr Sonmez David Tinker

Monitoring for provision judged as inadequate

An Ofsted inspector, Cheryl Langley, monitored your provision on 27/02/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 14/08/2013, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

This notice required you to: make sure that people looking after children are suitable, by putting in place effective systems to ensure that practitioners, and any other person who is likely to have regular contact with children are suitable to do so, Early Years Foundation Stage Safeguarding and Welfare Requirements (EYFS) Suitable people. This was to be met by the 25 October 2013.

You were also sent a Notice to improve which required you to: ensure that children have sufficient opportunities to learn and reach a good standard in English language EYFS Learning and Development 2; ensure that key persons actively seek to engage and support parents and/or carers in guiding their child's development at home EYFS Staff qualifications, training, support and skills, key person; make sure the safeguarding policy and procedure include an explanation about the use of mobile phones and cameras in the setting EYFS Child protection; promote the good health of children by ensuring they adopt and learn about good hygiene practices to ensure the risk of cross-infection is reduced, EYFS Health; put in place effective performance management systems to improve the monitoring and supervision of staff who have contact with children and families providing opportunities for them to receive support, coaching and training to improve practice and shape their professional development, EYFS Staff qualifications, training and support and skills; make sure that there are effective systems in place to ensure that the manager and any person caring for, or in regular contact with children are suitable to do so (compulsory and voluntary part of the Childcare Register) and put in place a written statement of

procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory and voluntary part of the Childcare Register). These actions were also to be met by 25 October 2013.

The Notice to improve also included actions which required you to: improve the daily experience of children in the early years setting by updating training, skills and knowledge of Early Years Foundation stage, EYFS Staff qualifications, training support and skills; undertake precise on-going assessment as an integral part of the learning and development process in order to, understand children's level of achievement, EYFS Learning and Development 2 and shape learning experiences for each child reflecting those observations EYFS Learning and Development 2, to be met by 18 November 2013.

At the monitoring visit on 28 October 2013 the Welfare Requirement Notice had been met. Procedures were in place to make sure all adults working with children are vetted. Records are kept of staff qualifications, identity checks and vetting processes that have been completed, including the criminal records check.

Staff were working towards meeting the Notice to improve. Parents are encouraged to take part in their children's learning by attending formal or informal meetings or activities. They are provided with information about how staff promote their children's learning and development and the details that are available to them in their child's assessment records. Parents were beginning to provide relevant details about their child's progress which informs planning for the next steps in their learning. They are encouraged to complete feedback forms to comment on the provision. Staff suggest activities for parents to continue at home to extend their child's learning and development and there are sessions available that parents can attend to support them with this. During this visit parents and children were warmly welcomed into the setting. Staff showed an interest in the family and exchanged relevant information to support the care of the children.

The safeguarding policy and procedures had been updated including information to cover the use of mobile phones and cameras to safeguard children. Staff adhere to this by not using mobile phones whilst working with the children. Parents give consent to photographs to record the activities their children take part in. Health and hygiene practices were promoted. Children washed their hands at appropriate times to help prevent the spread of infection.

A system has been devised to offer support, training and supervision of staff. This includes regular one to one meetings to monitor their progress, observe their practice with the children, checking that the information in children's records is up to date and organising relevant training. The local authority are currently supporting staff with this in the nursery. During the visit staff did not always respond to children's emerging needs and interests through purposeful or positive interaction. This will be monitored at the next visit when the actions to be met by the 18 November 2013 are checked.

At the monitoring visit on 6 December 2013 there was some improvement in the way staff interacted with children to promote their learning, although this was inconsistent. Babies were well supported by enthusiastic and attentive staff. They were aware of their individual needs and provided interesting and challenging activities and resources with a high level of support. Children and staff delighted in babies taking their first steps and responding to play with soft balls or activity toys.

Learning opportunities were not taken advantage of in the outside area. Children were left to their own devices while staff focussed on other activities. While children benefitted from the fresh air and some of the resources to promote physical development, they were not encouraged to explore or think critically or creatively in this different environment.

On occasion staff were skilful in encouraging exploration with different mediums, promoting the use of senses to find out about things. Children were asked questions to make them think. Staff greeted them warmly and sang and spoke to the children to develop communication and language. At other times this enthusiasm was lacking and interaction limited. The manager is working with staff and others to develop these skills and has a system to monitor improvement in place. Observation and assessment records have improved, showing progress from children's starting points. Staff adhere to the checking process to assess the suitability of new members of staff and have records in place to demonstrate this. A further monitoring visit will be conducted.

During the monitoring process we received a concern on 10 December 2013 with regard to procedures for hygiene and cleanliness and hazardous items being accessible to children. We carried out another visit on 6 January 2014 to check that the provider was meeting the Early Years Foundation Stage Safeguarding and Welfare Requirements, Safety, Premises and Risk assessment. At this visit we found that records were not available for inspection. This is a failure to meet the requirement, Early Years Foundation Stage Safeguarding and Welfare Requirement, Information and records 3.68. There were no other breaches identified not linked to the concerns. As a result we sent the provider a Notice to improve asking them to: make sure records are easily accessible and available. We arranged for this to be checked at the next monitoring visit.

At the monitoring visit on 27 February 2014 there is improvement in staff practice by most members of staff. They ask purposeful questions to make children think, encourage and promote children's communication and language skills and develop their learning across the areas of learning with interesting and purposeful play. Staff were much more involved with children in the outside area to make sure opportunities for children to make progress continued. Children had fun rolling tyres, manoeuvring the sit-on rides and negotiating the apparatus. They took turns, shared equipment and helped their friends. Staff are working in partnership with others to meet children's individual needs. At the visit children's achievements were evident, they are much more confident in their physical abilities and skills in communication and language.

To make sure records are always available for inspection, staff have been informed of the systems in place and sign to acknowledge their understanding of this requirement. Staff are still working closely with the local authority to update their training and improve practice. The manager and most members of staff are enthusiastic and are working to drive improvement.

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

Actions

Action	Due date	Closed date
make sure records are easily accessible and available	26/02/2014	27/02/2014