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Alpha Kids Day Nursery
39 Lea Bridge Road
LONDON
E5 9QB

Our Reference EY443998

Dear Ms Shahana Shamsuddin

Monitoring for provision judged as inadequate

An Ofsted inspector, Christine Jacqueline Davies, monitored your provision on 17/12/2013 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 07/10/2013, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

As a result of our inspection on the 07 October 2013, you were issued with a Welfare Requirements Notice with a timescale for completion of 13 December 2013 which asked you to:

- train all staff to understand the safeguarding policy and procedures, ensuring that all staff have up to date knowledge of safeguarding issues
- demonstrate that there are effective systems in place to ensure that staff, and any other person who is likely to have regular contact with children are suitable; this must include completing Disclosure and Barring Service checks for all adults who work with the children
- ensure that staffing arrangements meet the needs of all children and ensure their safety-this is with specific regard to ensuring that there are sufficient staff on the premises at all times
- put appropriate arrangements in place for staff supervision and appraisals to identify any training needs, and secure opportunities for continued professional development

You were also issued with a Notice To Improve with a timescale for completion of 13 December 2013 which asked you to:

- ensure each child is assigned a keyperson and that systems are in place to inform

parents of who this person

- take appropriate steps to prevent the spread of infection or germs, with particular regard to cleaning routines in the baby room and arrangements for serving food
- take steps to ensure the safety of children, staff and others on the premises in the case of fire or any other emergency by ensuring the fire drill works in practice
- improve the programmes for communication and language development by using open questions to enable children to think, respond and express their ideas.

During the monitoring visit on 17 December 2013, the inspector found that you have developed a system to enable regular individual supervision sessions to be held with staff so that any performance issues in relation to staff conduct, training needs or practice issues can be addressed. Monthly staff meetings are also held with staff. You have reviewed the safeguarding policy and procedures for the nursery and discussed these procedures with staff during individual supervision sessions, in order to gauge their understanding of these procedures and how it affects their practice. You have also initially registered staff on an online child protection course with a view to extending this training for those staff who continue to have gaps in their knowledge and understanding of safeguarding.

The inspector also found that you have also put in place systems to ensure that the suitability of staff is monitored much more rigorously. For example, staff are required to complete a suitability declaration pending criminal record checks and are not left unsupervised with children until all checks are clear. In addition, staff are required to disclose any issues that could disqualify them from working with children. You have also reviewed systems to ensure that records regarding staffing arrangements accurately reflect all staff who are on site. All staff are also required to inform the management team of any absences in a timely manner so that appropriate cover can be arranged and ensure that staff ratios are maintained at all times.

Since the last inspection you have taken steps to improve the keyperson system for the nursery so that the individual needs of children are met. For example, parents are kept informed of their child's keyperson and a buddy system has been developed so that parents continue to have a consistent member of staff to liaise with regarding their child's progress, if the named keyperson is unavailable due to sickness or annual leave. The keyperson is also required to take on a much more active role and are required to complete learning journals, observations and identify the next steps in children's learning and development.

Meetings have also been held with staff in relation to improving the communication and language programme available to the children. Support regarding effective learning is offered to staff via individual supervision sessions and practice is also monitored by senior staff on a regular basis. Staff have also been booked onto training which focuses on adult- child interaction and how children's communication potential can be maximised by staff.

Cleaning routines within the nursery are now undertaken in a timely manner and a no shoe policy has been instigated in the designated play area for babies, to minimise the spread of infection. You have also taken steps to improve the arrangements for serving food to children. For example, babies now have their meal in a separate area to the older children to enable staff to provide them with individual attention and support. Older children are encouraged to serve themselves during the lunchtime session, helping to promote a sense of independence. All staff have now been informed of emergency evacuation procedures and have taken part in an unannounced fire drill, helping to promote the safety and well-being of children.

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
ensure each child is assigned a key person and that systems are in place to inform parents of who this person is	13/12/2013	24/03/2014
take appropriate steps to prevent the spread of infection or germs, with particular regard to cleaning routines in the baby room and arrangements for serving food	13/12/2013	24/03/2014
take steps to ensure the safety of children, staff and others on the premises in the case of fire or any other emergency by ensuring the fire drill works in practice	13/12/2013	24/03/2014
improve the programmes for communication and language development by using open questions to enable children to think, respond and express their ideas.	13/12/2013	24/03/2014