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Blackberry Bush Day Nursery
The Old School House
Leicester Road
Countesthorpe
Leicestershire
LE8 5QU

Our Reference 223194

Dear Ms Jane Marie Brailsford

Monitoring for provision judged as inadequate

An Ofsted inspector, Yvonne Johnson, monitored your provision on 02/04/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 29/11/2013, we sent you a notice to improve.

In order to ensure that children learn and develop well and are kept healthy and safe you were issued with a notice to improve. This required you to:
implement the safeguarding policy so that any allegations made against a member of staff are managed appropriately and;
notify agencies with statutory responsibilities of allegations against members of staff, without delay.

However following the inspection, the nursery's registration was suspended on 04 December 2013 due to safeguarding concerns. Ofsted investigated these concerns and the suspension was lifted on 18 December 2013. Ofsted served you with a number of Welfare Requirement Notices following investigation that supersede the actions from inspection. These required you to:

ensure you have and implement a policy, and procedures, to safeguard children. These should be in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB). The safeguarding policy and procedures must include an explanation of the action to be taken in the event of an allegation being made against a member of staff;
must have regard to the Government's statutory guidance 'Working Together to Safeguard Children'. If providers have concerns about children's safety or welfare, they must notify agencies with statutory responsibilities without delay. This means the local children's social care services and, in emergencies, the police;
ensure that people looking after children are suitable to fulfil the requirements of their roles. Providers must have effective systems in place to ensure that practitioners, and any other person who is likely to have regular contact with children

are suitable;

ensure you understand and your responsibilities under the Safeguarding Vulnerable Groups Act 2006;

ensure that you put appropriate arrangements in place for the supervision of staff and managers who have contact with children and families. Supervision should foster a culture of mutual support, teamwork and continuous improvement which encourages the confidential discussion of sensitive issues.

You have taken action to address the issues from inspection and the investigation. The safeguarding policy and procedure is fully understood by the staff and senior team and responsibility for any referral to the appropriate agencies is now clearly identified. This means that the reporting of any concerns is initiated without delay and protects children in your care effectively.

You have reviewed the procedures for the monitoring of new staff and current staff and have taken action to provide different methods of communication, such as supervision, appraisal and internal meetings to provide forums where any issues can be discussed or raised with the management, where there are concerns about children. Additional support is in place for managers, should they require this. Additional training of the management team has provided them with tools to assess staff development and provide feedback on the quality of childcare. Following an internal investigation action has been taken in line with the organisational procedures to address the outcome.

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