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Rascals
The Old House
Keelby Village Hall
King Street, Keelby
Grimsby, N E Lincolnshire
DN41 8EE

Our Reference EY377471

Dear Sally Louise MacFarlane

Monitoring for provision judged as inadequate

An Ofsted inspector, Anne Barnsley, monitored your provision on 31/03/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 07/01/2014, 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 working with the children and had short discussions with them. She spoke to yourself about what changes have been made to improve the recruitment procedures, specifically around obtaining references for staff to help ensure their overall suitability for their role to work with children. She also discussed with you how safeguarding procedures have been made clearer to staff to ensure that they have a better understanding of their individual role and responsibility to prioritise children's safety at all times. We discussed the changes that you have made to improve the supervision system to ensure that staff development is targeted more effectively. The inspector also discussed with you how staff have been supported with developing their teaching practice and their understanding of the characteristics of effective teaching and learning. She spoke to a representative from the local authority and looked at your plan of improvement and discussed this with you.

The inspector found that more robust recruitment is now in place. A new recruitment policy and procedure has been put in place and this includes obtaining two references for every new member of staff. One reference has to be from the last employer or college and the other reference has to be a character reference. The referees are contacted to verify the details and to enable any further questions regarding suitability to be asked. References for current staff have been obtained retrospectively as far as possible. References are kept in each member of staff's file.

You recognise that having a more robust recruitment process helps to ensure staff suitability and to keep children safe.

All staff have completed safeguarding training and have developed their knowledge of the policies, procedures, reporting mechanisms and the importance of confidentiality. Some staff have also completed further E-Learning courses to gain more in-depth knowledge and understanding of safeguarding and child protection. You have provided all staff with their own safeguarding file, which contains comprehensive information and procedures, including flow charts and referral processes. Further safeguarding discussions take place regularly to assess the understanding of each member of staff, for example, through staff meetings, quizzes and random questioning as part of staff supervision. The action that has been taken to date has increased staff knowledge about their duty to protect children and their individual role and responsibility to keep children safe.

The supervision system has been reviewed and is now more focussed on how well staff use their knowledge and skills to implement effective teaching and learning for children to help them make good progress. There is better consistency in the nursery though using a new, consistent peer-on-peer observation system, which helps all staff to recognise what is expected of them and to enable them to evaluate the quality of their own performance. Supervision is more focused now and has more purpose. This helps staff and managers raise more precise targets and decide on what individual training is needed to help staff with their work and to improve the outcomes for children.

Further to the steps you have taken to address the actions that were raised at your last inspection, you have also taken steps to address the recommendations. Carpets, mats and gazebos are always provided outdoors so all children, including immobile babies, can always be outdoors other than in extreme weather conditions. You ensure that immobile babies go outdoors on a daily basis. When the weather is not suitable for immobile babies to be placed on carpets on the ground they are taken out in their pushchairs for walks to get fresh air. This ensures that all children, including immobile babies, benefit from the full range of learning experiences and also have their health and well-being promoted.

Staff are working very closely with the local authority to develop their knowledge and understanding of the characteristics of effective teaching and learning and how to improve the environment to maximise children's learning experiences. This focused training and the peer-on-peer observations that have been introduced are helping staff become more confident with their practice, which improves the quality of learning children receive.

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.

Our Reference EY377471

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 robust recruitment procedures are adhered to, with specific regard to obtaining reference checks on all staff, to fully ensure their suitability to work with children	31/03/2014	31/03/2014
ensure concerns about children's safety and welfare are notified to the relevant agencies, including local children's social care services, without delay	31/03/2014	31/03/2014
ensure all staff are fully trained to understand the safeguarding children policy and procedure so that they recognise and take immediate action when concerns are noted about a child, including following up their concerns to ensure appropriate action is taken	31/03/2014	31/03/2014
ensure supervision of staff promotes the continuous development of staff's skills and knowledge through offering ongoing support, coaching and training and by ensuring areas for further development are checked at each supervision so that improvements are actually made in all areas.	31/03/2014	31/03/2014
have effective systems to ensure that the registered person, the manager of the later years provision and any person caring for, or in regular contact with, children: is suitable to work with children and is of integrity and good character (compulsory part of the Childcare Register).	31/03/2014	31/03/2014
have effective systems to ensure that the registered person, the manager of the later years provision and any person caring for, or in regular contact with, children: is suitable to work with children and is of integrity and good character (voluntary part of the Childcare Register).	31/03/2014	31/03/2014