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Our Reference 159891

Dear Mr Mark Moore & Mrs Angela Moore Partnership

Monitoring for provision judged as inadequate

An Ofsted inspector, Pauline Nazarkardeh, monitored your provision on 06/03/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 14/03/2013, we sent you a welfare requirements notice.

These notices required you to:

Make sure at least one person who has a current paediatric first aid certificate is on the premises at all times when children are present and accompanies children on outings.

Ensure that there is a person in charge each day who holds at least a full and relevant level 3 qualification and at least half of all other staff hold at least a full and relevant level 2 qualification.

Improve the safeguarding of children by ensuring that all staff have up to date knowledge of safeguarding issues; all staff understand the safeguarding policy and procedures which includes the use of mobile phones and cameras

Put in place a clear and well understood policy for assessing any risks to children's safety, and review risk assessments regularly.

In addition you were also issued with notices to improve to:

Provide training and support for all staff by ensuring that; there are appropriate arrangements in place for the supervision of staff and regular staff appraisals are carried out; staff receive information about the requirements of the Statutory Framework for the Early Years Foundation Stage with particular regards to

safeguarding.

Ensure that the named deputy is qualified and capable to take charge in the manager's absence.

Promote the good health of children attending the setting by helping them understand how to make healthy food choices and treat meal times as an opportunity to promote children's social development, independence and communication and language skills.

Foster a culture of continuous improvement by developing systems for self-evaluation to accurately identify areas for development in order to improve outcomes for children.

Improve planning of learning opportunities for the educational programme by providing rich learning opportunities through play, both inside and outdoors, which compliment children's learning at school; use routines as an opportunity to support children's learning and monitor how children engage in activities to consider their learning and enjoyment.

Strengthen the partnership with parents by sharing information with them to in order to complement children's learning at school effectively.

Monitor and evaluate the effectiveness of how the setting promotes and values diversity and difference including children's home language.

A monitoring visit was carried out on the 9 August 2013 which found overall the progress made since the inspection was satisfactory and that the welfare requirements notices were met.

You had made changes to staffing and appointed a deputy manager who holds a level 3 qualification, the majority of other staff working with the children held a level 2 qualification with one unqualified staff member. All staff had obtained a first aid qualification. In relation to safeguarding you had introduced a policy which includes a section for the use of mobile phones and cameras. You had completed safeguarding training and systems were in place to ensure that staff were able to identify the indicators of abuse and familiar with the policies and procedures for safeguarding.

You demonstrated that you were aware of risks in the building and you had put in place a risk assessment policy.

It was found that you had begun to carry out appraisals for all staff and you were also identifying areas of strength as well as areas to improve. You had identified how to promote children's home language in the setting and how to promote healthy lifestyles by introducing fruit snacks for the children.

A second monitoring visit was carried out on 24 October 2013, during this visit you

identified that progress had been slow during this monitoring period due to summer holidays and time away from the setting and also because you were focusing on settling new children into the setting.

Staff had begun a level 3 training which was delivered in house. Understanding of your responsibility to safeguard children had improved however it was identified that there was a need to consider the family make-up of the setting in implementing the safeguarding procedures.

During this monitoring visit the lay out of facilities for children in the early years group were discussed as they were currently on a separate floor and children did not enjoy the separation from their siblings and friends.

A third monitoring visit was carried out on 21 January 2014, compliance to the notice was discussed and observed. It was found that staff continue to work towards obtaining a level 3 qualification. The person responsible for the Early Years Foundation Stage (EYFS) identifies that she is now able to see that the activities on offer need to relate to the ability of the children attending. You are now working with other settings to consider ways of planning for the individual learning needs of the children attending.

You recognise that children did not enjoy moving to another area to engage in activities, as a result the environment has been reorganised with rooms leading from the main area now used for the younger children to read books, play board games, watch TV and play musical instruments. At other times the younger children can interact with their siblings and the older children attending.

Children continue to enjoy healthy snacks when they arrive at the setting, these include sandwiches, fresh fruit and vegetables. These are prepared by staff and set out on the tables for children prior to their arrival.

You demonstrate that you have continued to maintain records accurately and that they are up to date. You have implemented a new system for recording children's arrival and departure times. Children are signed in at the front door by a member of staff with responsibility for registers, as children leave they are signed out of the register. During the monitoring visit an unplanned evacuation of the premises was carried. The registers proved to be an accurate record of children attending during this process.

During this monitoring period a complaint was received regarding the cleanness of the toilet area. Toilets were examined during this unannounced visit, all toilets were found to be clean and stocked with toilet paper and soap and paper towels. Documents were provided to show how these areas are checked by staff to ensure that they are cleaned and are stocked with toilet paper and paper towels. The premises has been effectively risked assessed by you and there were no identified potential hazards at this monitoring visit. You demonstrate an understanding of the importance of ensuring that the environment supports children's learning and

development by providing a safe and stimulating environment where children feel confident and secure.

Although staff continue to work toward gaining a level 3 qualification the systems to carry out appraisals of staff has yet to be established. A written safeguarding policy is now in place however you need to be clear in your practice in what to do if an allegation is made against a member of staff especially as that member of staff is likely to be a family member.

Children and their families have benefited from the progress you have made. This includes your developing understanding of your responsibilities to safeguard children, accurate recording of children's attendance, development of your understanding of the requirements of the Early Years Foundations Stage and extending on staff's qualifications.

A final monitoring visit was undertaken on 6 March 2014 where it was found that the improvements have been sustained.

Staff continue to develop their knowledge and understanding of how to plan a range of activities to stimulate and engage the children attending. A staff member now takes lead responsibility for the delivery of the Early Years Foundation Stage Curriculum. She can identify learning intentions and that planning through a mix of adult-led and child-initiated activities meets the children's individual needs. Children were observed to be enjoying the activities available to them. The planned creative activities which included the music workshop, cooking and art sessions were very well received by the children.

Systems have been improved to ensure that a daily record of the children being cared for and their hours of attendance and the names of the children's key person is maintained for all children. An examination of these records show it to be an accurate record of the children attending.

You continue to develop your understanding of safeguarding process. The policies and procedures for dealing with concerns have been updated which includes a more effective process to follow should an allegation be made against a member of staff. During this monitoring period you have demonstrated that you are able to act on a concern in order to protect the children in your care.

The process of risk assessment is more established with staff undertaking and understanding the need to consider the environment to ensure that children feel safe and secure while at the setting. Improvements have been made to the systems used to foster continuous improvement. You continue to evaluate the whole of the organisation and reflected on how to make improvements for children at the setting. During this period you have taken advice from the local play team to make improvements in the day to day running of the setting.

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