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Tara Kindergartens
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Our Reference 135405

Dear Raj Nagendran

Monitoring for provision judged as inadequate

An Ofsted inspector, Julia Crowley, monitored your provision on 12/03/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 15/01/2014, 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:

improve the procedures in place for managing children's behaviour and improve staff's understanding of age appropriate strategies they can use to deal with different types of behaviour

You were also issued with a notice to improve with a timescale for completion of 11 March 2014 and 11 June 2014 which asked you to:

improve the arrangements for the supervision of staff who have contact with children and families; ensure this fosters a culture of mutual support, teamwork and continuous improvement which encourages the confidential discussion of sensitive issues with parents

improve the key person system, so that key persons support the children for whom they take special responsibility, especially when settling new children

improve the organisation of meal times to ensure children are adequately supervised so that children have a positive experience and any dietary requirements are strictly adhered to

ensure all staff have good knowledge of how to help children develop their communication and language well by increasing children's vocabularies and

developing listening skills through asking more open ended questions and providing more encouragement for children to talk and comment on their play activities

improve the outdoor physical play opportunities for babies to enable them to fully investigate their environment

improve the observation and assessment methods so that staff can accurately observe and assess children to understand their level of achievement and then plan challenging learning experiences for each child across all areas of learning

On the 12 March 2014 a monitoring visit took place. The inspector discussed with the provider the steps that have been taken to address the actions raised in the welfare requirement notice and the notice to improve.

During the visit the provider demonstrated that procedures in place for the management of children's behaviour were improved. The inspector observed that children's behaviour was managed and supported during activities such as mealtimes and creative play. Staff use positive language to encourage children to change potentially challenging behaviour. At mealtime changes have been made to the seating arrangements enabling staff to supervise effectively and support children while they eat. The inspector observed that children were encouraged to remember the 'golden rules' for example, 'good listening', 'good sitting'. Children willingly took part and were rewarded with praise and encouragement from the staff for their good behaviour. The children demonstrated listening and conversational skills as behaviour was managed effectively.

Staff are attentive to the children responding to children's questions, comments and requests. They ask the children about the food that they eat and encourage courtesy towards each other and turn taking. Most staff provide positive role models for the children by addressing their colleagues politely and sharing tasks. This could be further improved by observation and reflection on where practice can change to ensure children observe only mutual respect and polite delivery of instructions between the staff.

The inspector observed that arrangements for the supervision of staff are thorough as regard support, coaching and training. Room leaders have clearly defined roles and responsibilities. The review, appraisal and supervision system is currently being updated to ensure that staff development is supported and as a consequence driving improvements within the setting.

During the visit staff demonstrate that they have a good understanding of their role as a key person. Parents are asked to complete a comprehensive 'about me' form with the key person during the three day settling in period. This can be extended to meet the child's individual needs and to support the parent. It was observed that the observations recorded by key persons are informative and plot the child's next steps. The staff demonstrate that they can confidently assess children's progress by referring to 'Development matters' and identifying where additional support is needed.

Our Reference 135405

Planning is thorough and identifies key children for specific focus.

During the visit the provider demonstrated that the risk assessment for the outdoor baby play area was not effective. The inspector observed that there was broken plastic, cardboard packaging and weeds, all accessible to young children and presenting as a potential hazard.

Therefore a further notice to improve will be issued as follows:

ensure that premises including outdoor spaces are fit for purpose, that spaces, furniture, equipment and toys are safe for children to use and premises are secure, that premises and equipment are clean and comply with requirements of health and safety legislation (including hygiene requirements) and implement, a health and safety policy and procedures which cover identifying, reporting and dealing with accidents, hazards and faulty equipment.

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 further monitoring.

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
WRN: improve the procedures in place for managing children's behaviour and improve staff's understanding of age appropriate strategies they can use to deal with different types of behaviour	11/03/2014	12/03/2014
improve the arrangements for the supervision of staff who have contact with children and families; ensure this fosters a culture of mutual support, teamwork and continuous improvement which encourages the confidential discussion of sensitive issues with parents.	11/03/2014	12/03/2014
improve the key person system, so that key persons support the children for whom they take special responsibility, especially when settling new children	11/03/2014	12/03/2014
improve the organisation of meal times to ensure children are adequately supervised so that children have a positive experience and any dietary requirements are strictly adhered to	11/03/2014	12/03/2014
improve the observation and assessment methods so that staff can accurately observe and assess children to understand their level of achievement and then plan challenging learning experiences for each child across all areas of learning	11/06/2014	12/03/2014
ensure all staff have good knowledge of how to help children develop their communication and language well by increasing children's vocabularies and developing listening skills through asking more open-ended questions and providing more encouragement for children to talk and comment on their play activities	11/06/2014	12/03/2014
improve the outdoor physical play opportunities for babies to enable them to fully investigate their environment	11/06/2014	12/03/2014
improve the partnership with parents to	11/03/2014	12/03/2014

Our Reference 135405

ensure communication is effective
(voluntary part of the Childcare Register)

improve the partnership with parents to ensure communication is effective
(compulsory part of the Childcare Register) 11/03/2014 12/03/2014

ensure that children's behaviour is managed in a suitable manner
(compulsory part of the Childcare Register). 11/03/2014 12/03/2014

ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register). 11/03/2014 12/03/2014

ensure premises including outdoor spaces are fit for purpose, that spaces are safe for children to use, that premises and equipment are clean and comply with requirements of health and safety legislation (including hygiene requirements) and implement, a health and safety policy and procedures which cover identifying, reporting and dealing with accidents, hazards and faulty equipment 08/04/2014