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Fig Tree Day Nursery
12 - 14 Mowbray Close
Frankley
Birmingham
B45 0ES

Our Reference EY423162

Dear Synconium UK Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Esther Gray, monitored your provision on 03/04/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 28/02/2014, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

To improve the quality of education and care for children you were required to: ensure that information is recorded about the vetting processes that have been completed for staff; this specifically refers to recording details of each member of staff's criminal records disclosure, reference number, the date a disclosure was obtained and details of who obtained it, ensure that practitioners, and any other person who is likely to have regular contact with children, are suitable; in particular apply for a new suitability check as soon as possible when allowing a person to start work using an existing check and carry out robust identity checks and vetting processes, ensure that a daily record is maintained of children's names and hours of attendance, including occasions when children are on outings, so that it is clear as to exactly which children are on the nursery premises at any given time and ensure that all staff have the appropriate training, skills and knowledge to help them understand and effectively carry out their individual and collective roles and responsibilities; this specifically relates to ensuring staff professional development needs are appropriately identified, supported, monitored and reviewed.

In addition to these actions, we issued a further notice to improve which required you to take action as follows: take appropriate steps to promote the good health of children by making sure that they are provided with daily outdoor activities (unless circumstances make this inappropriate, for example, unsafe weather conditions), improve communication with parents, outside professionals and local schools to ensure a shared understanding of children's needs, abilities and interests and to identify any areas where individual children may need additional support or

challenge, keep a written record of any complaints and their outcome; this specifically refers to ensuring that all complaints are recorded and these records clearly indicate what action was taken in response to individual complaints.

You were also required to: provide challenging and enjoyable experiences for children across all areas of learning and development; in particular improve the planning and implementation of experiences for the pre-school children to increase their engagement in experiences, skills in expressing themselves and their capacity to form relationships and improve children's independence and the quality of teaching across the areas of learning by; making sure that children have easy access to a wide range of stimulating resources which are relevant to their needs and interests, and effectively support their play.

Some of these actions were also repeated as they applied to the compulsory parts of the General Childcare Register.

On 3 April 2014 we carried out a monitoring visit and found that most aspects of the action required were either completed or underway. Although you had not yet received the full report to share with parents you had already taken steps to address the weaknesses in records of the daily hours of attendance for children. The improvement of the checking of staff who are newly recruited is well under way and the systems used have been revised. There remain steps to be taken to ensure that previously recruited staff records are updated and their on-going suitability is assured. The beginnings of a training programme are being developed and a record of what training individual staff need is being considered as part of their individual supervision and appraisal systems. A record or plan of how these training needs across the workforce will be delivered has yet to be developed. Consequently, the actions identified as part of the welfare requirement notice are mostly met.

In addition to these actions some action has been taken to ensure children will benefit from fresh air and exercise on a rotational basis using the newly refurbished outdoor area. There has been a timetabled parents evening to engage with parents and gather their thoughts on any improvements they would like to see, however there remains more work to make connections with other professionals within the community to share information in order to provide for the individual needs of the children in the area and in this nursery.

You have taken the first steps in developing the improvements to the learning programme. Some areas of the nursery have been changed into separate rooms rather than free flow areas and the use of space is still under review with the support and advice of the local authority improvement advisory body.

Although prompt and effective action has been taken the next visit will be a monitoring visit to consider the further improvement required and sustainability of the improvement so far, especially with regard to the aspects which require staff training.

Our Reference EY423162

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: ensure that information is recorded about the vetting processes that have been completed for staff; this specifically refers to recording details of each member of staff's criminal records disclosure, reference number, the date a disclosures was obtained and details of who obtained it	31/03/2014	03/04/2014
WRN: ensure that a daily record is maintained of children's names and hours of attendance, including occasions when children are on outings, so that it is clear as to exactly which children are on the nursery premises at any given time	31/03/2014	03/04/2014
WRN: ensure that practitioners, and any other person who is likely to have regular contact with children, are suitable; in particular apply for a new suitability check as soon as possible when allowing a person to start work using an existing check and carry out robust identity checks and vetting processes	31/03/2014	03/04/2014
ensure that all staff have the appropriate training, skills and knowledge to help them understand and effectively carry out their individual and collective roles and responsibilities; this specifically relates to ensuring staff professional development needs are appropriately identified, supported, monitored and reviewed	31/03/2014	03/04/2014