

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

Telephone: 0300 123 1231
Fax: 0300 123 3159
Minicom: 0161 618 8524
Email: enquiries@ofsted.gov.uk
Web: www.ofsted.gov.uk



Whipper Snappers Childcare @ St
Francis
St. Francis Church
Glen Side
BIRMINGHAM
B32 3RU

Our Reference EY454109

Dear Whipper Snappers Childcare Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Sally Smith, monitored your provision on 07/04/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 10/12/2013, 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 looked at your current action plans and those for future improvement. She had a discussion with the directors, manager, deputy-manager and staff. She explored your understanding of safeguarding children and what staff would do if presented with any concerns about a child's safety or well-being. She discussed the procedure for reporting any allegations of abuse against members of staff. She determined how you ensure that staff's knowledge of safeguarding and child protection issues is secure. She had discussions with staff to ascertain their understanding of how to protect children from harm. In addition, she talked to them about their understanding of the whistle-blowing policy. She discussed your key person system and how this is implemented. She looked at your safeguarding policy and Disclosure and Barring Service checks for staff. The inspector also spoke to representatives from the local authority.

The inspector found that you have worked closely with the local authority to address the actions raised at your inspection. An action plan has been put in place, although you were unable to locate this during the course of the monitoring visit. However, discussions with the local authority representatives during the visit, confirm that a clear plan for improvement is in place.

Directors and staff have attended safeguarding training. Regular staff meetings ensure staff are able to discuss, clarify and understanding their role in supporting

children's safety and protecting them from harm. Discussions also clarify what would happen if any allegation was made against a member of staff and the procedures you have in place to prevent this from occurring. You ensure that these meetings are used to discuss different scenarios and that staff know, how and when, to respond to any concerns about children's welfare consistently. In addition, safeguarding is also discussed during staff supervision sessions and appraisals. This ensures that it is given a high profile at all times. Staff are clear as to whom any concerns should be reported to within the setting and also the external agencies involved, including Ofsted. Safeguarding boards are displayed, acting as a visual reminder to both staff and parents, of the designated safeguarding persons within the staff team and who to contact with any concerns. Staff are also aware that they can report any concerns themselves. Discussions with staff demonstrate that they have a clear understanding of the whistle-blowing procedure and they would not hesitate to report any concerns about a colleague if this occurred. The safeguarding policy and procedures have been revised and include all of the necessary detail in order for staff to report any concerns in a timely way. Safeguarding is a regular agenda item at staff meetings, supervision sessions and appraisals so that it is given a high profile. This means that staff are fully aware of their responsibility in protecting children from harm.

You have improved your key person system, whereby each new key person is monitored closely to ensure that they establish positive relationships with their key children and families. The key person arrangements ensure that transitions run smoothly and help children settle into nursery. Times are designated during the morning and afternoon for key persons to work with their key children in small groups, providing opportunities for children to talk and listen to each other.

You continue to work closely with the local authority advisers, reviewing what you do and seeking to improve the service you provide.

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

Actions

Action	Due date	Closed date
develop knowledge and understanding of safeguarding children so that managers and staff are aware of when to notify agencies in the event of any concerns about children's safety or welfare being reported or regarding allegations against members of staff	07/04/2014	07/04/2014
continue to work on improving staff's knowledge of safeguarding and child protection issues in order to ensure that the children are well protected	07/04/2014	07/04/2014
ensure the key person system is managed effectively so that children are emotionally secure and their needs are fully met at all times.	07/04/2014	07/04/2014
implement the written statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse and neglect (compulsory part of the Childcare Register).	07/04/2014	07/04/2014
implement the written statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse and neglect (compulsory part of the Childcare Register).	07/04/2014	07/04/2014