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Bright Sparks Day Nursery
Rossington Childrens Centre
Grantham Street, New Rossington
Doncaster
South Yorkshire
DN11 0TA

Our Reference EY331865

Dear Rossington Miners' Welfare Scheme Committee

Monitoring for provision judged as inadequate

An Ofsted inspector, Melanie Arnold, monitored your provision on 15/04/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 11/12/2013, 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. The inspector toured the nursery and observed and spoke with staff in each of the three play rooms. The inspector also spoke to the manager, deputy, registered provider and to a representative from the local authority. She looked at your improvement plan, some relevant policies and planning, observation and assessment records. The inspector also looked at the Disclosure and Barring Service checks for all staff, including students and staff supervisions.

The inspector found that you have worked closely with two representatives from the local authority, producing a sound improvement plan detailing how you have and are continuing to make improvements to the actions and recommendations raised at the last inspection. You explained that the manager and deputy are no longer working within ratio caring for children, which has enabled them to start to drive and secure improvement as they now have time to performance manage the staff. This is supporting staff to develop their skills and knowledge.

The manager explains that she has taken the lead for improving safeguarding and welfare, while the deputy has taken the lead for improving learning and development. The manager confirms that she is working closely with the deputy as they are committed to drive, secure and maintain continuous improvements. The manager explains that performance management systems are now implemented.

The deputy shares her monitoring reports relating to learning and development with the manager who uses these when conducting supervisions with staff. The process is still being developed so that closer links from monitoring the quality of teaching can be made to the overall supervision process. More robust supervision records, which are more focused by the possible use of an agenda are being developed to make the whole process more thorough. Current processes have improved and are being used to support staff in the development of their skills and knowledge, which is starting to have a positive impact on children's care and learning.

The deputy has started to complete rigorous monitoring checks on staff relating to the educational programmes. She has completed peer observations and then modelled good teaching practice. Following this, she has completed further peer observations to see if staff have improved their teaching skills. Scrutiny of staff's planning, observation and assessments of children's learning have also been undertaken, with the deputy clearly noting what staff are doing well and areas they need to further develop. This is supporting staff to develop their knowledge and understanding of how to use planning, observations and assessments to monitor children's progress and to identify and plan for each child's next steps for learning. This is resulting in children being more effectively supported and challenged. Staff report positively on this process, stating it has helped them to develop their skills. Staff spoken to during the monitoring visit all demonstrated a satisfactory awareness of the educational programmes. The deputy has identified some consistent weaknesses through her intense monitoring and she has devised a planning, observation and assessment workshop for staff to attend so that these can be rectified. The inspector observed staff within each room engaging and speaking with children as they played both inside and outside. A specific activity within the baby room demonstrated how staff now allow children time to investigate and explore their own ideas. For example, a baby bath provided babies and toddlers with opportunities to access and play in the water. However, staff noted that the baby bath easily tipped over, so they transferred the water into a bucket as children were still interested in playing with the water. This enabled the babies to continue to investigate and explore the water activity as staff followed their interests.

The manager discusses how she has updated the key person policy and how staff have now read this information. She confirms that all children have a key person who works with them and that when a key person is absent they now have a key person 'buddy' who oversees each child's care and learning needs. Staff demonstrated a suitable awareness of their roles and responsibilities as a key person and the manager is continuing to work with staff to enhance and embed this knowledge.

The manager confirms that all staff and students have a Disclosure and Barring Services check to ensure they are suitable to work, or be in contact with children. These checks were seen at the monitoring visit confirming that current staff and students do hold relevant disclosure checks. Following the inspection, the manager explained how she updated the student policy, which now states no students will be accepted into the setting until they have produced their Disclosure and Barring

Our Reference EY331865

Services check. The manager explains students are never left unsupervised with children, to fully ensure children are protected.

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
ensure any person caring for, or in regular contact with children, is suitable to work with children, which must include obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register).	11/01/2014	15/04/2014
improve the quality of teaching to ensure practitioners are using their knowledge and understanding of how children learn and taking into account their preferences for learning, to enable children to investigate independently and explore their ideas	11/01/2014	15/04/2014
use observation and assessment to accurately identify children's next steps and utilise the information in planning to ensure educational programmes take account of children's skills and provide them with challenges that help them to make good progress	11/01/2014	15/04/2014
develop an effective key person system, and improve the deployment of staff to ensure children's learning and care needs are sufficiently met at all times	11/01/2014	15/04/2014
improve vetting procedures to ensure suitability checks are completed, and records are kept, for all students who are working in the nursery.	11/01/2014	15/04/2014
ensure any person caring for, or in regular contact with children, is suitable to work with children, which must include obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)	11/01/2014	15/04/2014