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The Early Years Nursery
Plaistow Park
Greengate Street
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Our Reference EY273240

Dear The Foundations for Learning Partnership Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Siobhan O'Callaghan, monitored your provision on 15/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 26/02/2014, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

You were given a timescale for completion of 30 April 2014 which asked you to:

- obtain enhanced Disclosure and Barring Service checks in respect of every person aged 16 and over who works directly with children

- review recruitment procedures to ensure that appropriate checks are made to ensure the suitability and integrity of staff, this includes references, Disclosure and Barring Service reference number, the date the disclosure was obtained and the details of who obtained it.

You were also issued with Notices to Improve for both the Early Years Register and for the compulsory and voluntary parts of the Childcare Register with a timescale for completion of 30 April 2014 which asked you to:

- review the key person system to ensure that children's emotional and developmental needs are met, including the accurate planning of activities and assessment of all children's development. Particularly those children who are learning English as an additional language and babies

- improve staff understanding of how to support children to manage their personal needs, including going to the toilet independently, while maintaining their privacy during routines

review staff training and monitoring arrangements to ensure that they fully understand how to provide a safe, clean, stimulating and challenging environment for all children at all times of the day

improve staff understanding of how to assess risks to children on an ongoing basis, and be more pro-active when responding to risks and hazards which occur during the day, particularly relating to children's health and safety

ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (compulsory part of the Childcare Register)

ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (voluntary part of the Childcare Register)

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (voluntary part of the Childcare Register)

ensure that all children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)

ensure all children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (compulsory part of the Childcare Register)

maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (compulsory part of the Childcare Register)

improve staffing arrangements to ensure that they supervise children appropriately to meet the needs of all children and ensure their safety

meet all children's learning needs when they arrive in the morning by planning appropriate activities and making resources available

maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (voluntary part of the Childcare Register)

improve planning and monitoring systems to ensure consistency to promote children's progress effectively from their starting points; plan and provide a varied range of activities for children to develop their skills in technology; and improve planning for large group story times to ensure that all children are engaged in the

story.

During the monitoring visit on 15 May the inspector discussed with you the steps you have taken to address the Welfare Requirements Notices and the actions to improve. It was observed that although the majority of permanent staff have current Disclosure and Barring Service checks in place, one member of staff is still waiting for hers to be cleared and a student working at the setting did not have her checks available. Discussions with you demonstrate that these staff are not left unsupervised with children and they do not manage children's personal care. Therefore, risks to children have been minimised. However, the inspector observed that overall your recruitment procedures remain weak. It was observed that three members of staff working in the setting have no professional references in place and some staff have been working in the setting for some time. It was agreed that you would pursue these outstanding references and checks and you would review all of your recruitment procedures. These will be checked at the next monitoring visit.

The inspector discussed with you the arrangements you have implemented to help improve the management of the setting to ensure that all children's individual needs are met including how the key person system is working. It was observed that overall children were settled and happy within the setting. The children seemed to have developed close bonds with the staff caring for them and discussions with staff demonstrate that since routines and playrooms have been reorganised the children are benefiting from improved play experiences. Observations of the early morning time session demonstrate that all children were able to engage in a variety of experiences from story time with a staff member, building with construction resources and engaging in role play games with staff and friends. Overall it was a busy and yet calm atmosphere.

It was observed that although the key person system is in place and this is evolving as new staff are being recruited. There are some staff with significant responsibilities as they have up to 13 key children to manage. They say that they struggle to keep on top of observing their key children's ongoing achievements and implementing plans to support their continued progression. The impact is that some children are being overlooked and therefore planning for their individual needs is not robust. Looking through documentation and speaking with staff it became apparent that you are failing to implement any systems to work in partnership with parents to assess the progression of their two year olds and rising three years olds in your setting. This is a specific legal requirement of the Early Years Foundation Stage. Therefore, a further notice to improve will be raised as follows:

ensure that when a child is aged between two and three, a review of their progress is completed, and provide parents and/or carers with a short written summary of their child's development in the prime areas. The progress check must identify the child's strengths, and any areas where the child's progress is less than expected.

Discussions with you and documentation that you provided confirm that you are putting staff on further training to support them in managing their planning and

assessment systems, you say that quality assurance measures are going to be in place with the support of your new manager. Therefore, a commitment is in place to improve outcomes for children. The key person systems and planning and development for individual children's needs including the safety of children will be reviewed at the next visit.

It was observed that secure progress has been made to support children's independence and privacy. It was observed that children are developing many positive self-care skills, older children were observed visiting the bathroom independently to wash their hands before eating their snacks. Babies were observed eating their own lunch with little support from staff as they have clearly developed good skills in using their own spoons. Discussions with staff demonstrate that improved measures are in place to protect children's privacy during routines, for example staff respect children's privacy when they are using the toilet and potties are sited in the bathroom areas to promote privacy.

The organisation of space, the deployment of staff and the use of nursery rooms to meet children's needs were observed to now be working well. For example, during the busy morning periods babies are no longer being cared for in the same room as the older children. This means that they can continue to explore their developmentally appropriate environment rather than being in a room that is not adapted to meet their needs. It also means that they are in the care of their key person and may benefit from the secure attachment that this brings.

However, observations made within the baby room demonstrate that staff are not effective in risk assessing their environments. A radiator on wheels that was hot to touch and had sharp edges was accessible to babies. As many of the babies are just beginning to walk they are holding onto furniture to steady themselves and this particular item poses great risks to their safety. They could also potentially get burnt or fall and hurt themselves on the sharp edges. Also within this room another heater was placed on top of a cupboard, this was not secured and could topple over causing injury. Further risks were observed in the toddler room, staff had stacked five wooden child sized chairs on top of one another. These chairs were a risk to the young children in this room who enjoy active play and could easily pull or lean on these chairs causing injury to themselves and others. The inspector discussed these concerns with you and they were addressed during the visit. However, you have failed to improve your risk assessment procedures to keep children safe therefore, a new Welfare Requirements Notice will be raised as follows:

ensure staff understand how to assess risks to children on an ongoing basis, and be more pro-active when responding to risks and hazards which occur during the day, particularly relating to children's health and safety.

During the visit the inspector discussed with staff their knowledge and understanding of safeguarding policies and procedures. Staff were able to demonstrate an appropriate awareness of safeguarding issues and what signs and symptoms would give them cause for concern. However, they were not aware of the named

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safeguarding person in the nursery that they should report all concerns too. This is a specific legal requirement of the Early Years Foundation Stage. A further notice to improve will be raised as follows:

ensure that there is a practitioner designated to take lead responsibility for safeguarding children.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

Next steps

The next step will be further monitoring.

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
obtain enhanced Disclosure and Barring Service checks in respect of every person aged 16 and over who works directly with children	25/04/2014	
review recruitment procedures to ensure that appropriate checks are made to ensure the suitability and integrity of staff, this includes references, Disclosure and Barring Service reference number, the date the disclosure was obtained and the details of who obtained it	25/04/2014	
ensure staffing arrangements to ensure that they supervise children appropriately to meet the needs of all children and ensure their safety	25/04/2014	
meet all children's learning needs when they arrive in the morning by planning appropriate activities and making resources available	25/04/2014	
ensure that all children make good progress from their starting points by planning and monitoring systems to ensure consistency; plan and provide a varied range of activities for children to develop their skills in technology; and improve planning for large group story times to ensure that all children are engaged in the story	25/04/2014	
ensure that all records are easily accessible and available for inspection	25/04/2014	
review the key-person system to ensure that children's emotional and developmental needs are met, including the accurate planning of activities and assessment of all children's development, particularly those children who are learning English as an additional language and babies	25/04/2014	
review staff training and monitoring arrangements to ensure that they fully understand how to provide a safe, clean, stimulating and challenging environment	25/04/2014	

for all children at all times of the day

improve staff understanding of how to assess risks to children on an ongoing basis, and be more pro-active when responding to risks and hazards which occur during the day, particularly relating to children's health and safety 25/04/2014

improve staff understanding of how to support children to manage their personal needs, including going to the toilet independently, while maintaining their privacy during routines. 25/04/2014

ensure that all children receiving childcare are kept safe from harm (compulsory part of the Childcare Register) 25/04/2014

maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (compulsory part of the Childcare Register) 25/04/2014

ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (compulsory part of the Childcare Register) 25/04/2014

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (compulsory part of the Childcare Register). 25/04/2014

maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (voluntary part of the Childcare Register) 25/04/2014

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (voluntary part of the Childcare Register) 25/04/2014

ensure that risk assessments are 25/04/2014

undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (voluntary part of the Childcare Register)

ensure all children receiving childcare are kept safe from harm (voluntary part of the Childcare Register). 25/04/2014

ensure that there is a practitioner designated to take lead responsibility for safeguarding children 04/06/2014

ensure that when a child is aged between two and three, a review of their progress is completed, and provide parents and/or carers with a short written summary of their child's development in the prime areas. The progress check must identify the child's strengths, and any areas where the child's progress is less than expected 04/06/2014