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The Little Academy Day Nursery.
Tillotson Road
Off Headstone Lane
Harrow
Middlesex
HA3 6PS

Our Reference EY306769

Dear The Little Academy Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Gillian Karen Joseph, 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 16/01/2014, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

The welfare requirement notice required you to implement robust procedures for vetting and ensuring the suitability of staff including obtaining enhanced disclosure and barring service checks for all adults working on the premises. It also stated that you must ensure that risk assessments are robust in identifying potential risks to children with particular reference to activities provided to the youngest children and to all the areas accessible to children including the laundry; disabled toilet and outside play area.

In addition you were sent a notice to improve which required you to:

strengthen the role of the key person system so that staff are consistently involved in meeting the care needs of their key children,

ensure that necessary steps are taken to prevent the spread of infection and that children are supported to develop an understanding of the importance of implementing good personal hygiene practices to support their overall health and well-being,

ensure that younger children have access to appropriate furniture which includes seating to support their developing independence,

improve the programme for physical development so that babies have regular

opportunities to access resources to support the development of larger physical skills such as climbing, standing and walking,

ensure that learning experiences consider the individual needs, interests, and stage of development of each child so that they receive challenging and enjoyable learning experiences.

At the monitoring visit conducted on 14 February 2014 the evidence gathered showed that you had taken prompt and effective action to improve practice. The recruitment and vetting process had been improved and consequently practice in this area was robust and this practice has been sustained. The new risk assessment practices used for planning activities had been implemented but were not yet fully embedded and you intended to keep these under review. The practice is now well embedded and this means that activities available to children are appropriate to age and stage of development. Steps had been taken to improve safety and have been maintained. The key person system had been strengthened and arrangements put in place to ensure a second key person is identified for each child; this practice is well established and ensures all children have a familiar carer to meet their personal needs. Hygiene practice had been improved and these help to reduce cross infection, new furniture and play equipment had been purchased enabling children in the baby room to become more independent, and strengthen their gross motor skills, and further resources were on order.

At the monitoring visit conducted on 15 May 2014 you and your staff team were able to demonstrate that the new practices had become embedded in the areas where the improvements had previously been implemented but were in their initial stages. In addition resources which were on order have been delivered and are now providing greater choice for children to improve their large physical skills. The easy accessibility and arrangements for the use of the outdoor and indoor play spaces provides children with opportunities throughout the day to engage in a range of experiences to explore and extend their play and learning.

Secure observation and planning for children's next steps was previously not consistent across the nursery and further focus to improve staff confidence in observations, planning and assessment was required. You have sought effective training and further guidance for staff to improve in this area and as a result all the staff team are more confident in identifying children's next steps and planning appropriate challenges to extend children's learning and development.

The previous behaviour management strategies, particularly in the pre-school room, did not always enable the children to understand and learn how to manage their feelings and behaviours. Practice has now been revised, information is shared and discussed in staff meetings, particularly at transition time and this ensures staff are aware of any specific strategies and are consistent in their approach and children know the boundaries. Furthermore children are helped to recognise their own feelings and will challenge their peers' unwanted behaviour. Classroom rules such as

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not hurting each other and having quiet voices are in place and children know and use them.

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 that learning experiences consider the individual needs, interests, and stage of development of each child so that they receive challenging and enjoyable learning experiences	12/02/2014	15/05/2014