

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



Magic Moments Children's Day
Nursery
23 Hewell Road
Barnt Green
Birmingham
West Midlands
B45 8NG

Our Reference EY340758

Dear Magic Moments Childcare Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Carol Johnson, monitored your provision on 20/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 10/03/2014, 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 held discussions with the owner, manager and staff team. She explored your understanding of safeguarding children and the procedures to follow in the event of child protection concerns. She determined how you ensure that staff have a secure and up-to-date knowledge of safeguarding and child protection issues. She questioned staff to determine their understanding of child protection and what they would do in the event of any concerns about a member of staff or management. In addition, the inspector looked at a selection of documentation. This included your written safeguarding policy and procedures, some activity plans and children's profiles, and some of the evidence you keep in respect of staff suitability. The inspector had a tour of your premises, observed staff practice and spoke to staff about how they plan and provide appropriate experiences for children. Furthermore, the inspector spoke to a representative from the local authority and several parents.

The inspector found that you have worked closely with the local authority and have devised an action plan that shows how and when you will address the actions raised at your inspection. You state that you are receiving regular and targeted support from the local authority and you are working through your action plan systematically. You explained that you review progress and gain the views of parents and staff to

help inform the self-evaluation process. However, your action plan does not effectively indicate how you will meet all the actions raised at your last inspection. In particular, the action that required you to ensure that required information is obtained and recorded in relation to staff suitability. Although, required information has been obtained in respect of staff Criminal Records Bureau checks and checks carried out through the Disclosure and Barring Service, other aspects of this particular action have been overlooked. This means that sufficient action has not been taken to bring about the desired improvement in respect of all actions raised.

Some steps have been taken to safeguard children. You ensure that staff know what to do should they observe inappropriate behaviour displayed by other members of staff, so that children's safety and welfare are promoted. You explain that the nursery safeguarding policy and procedures have been revised and meet requirements. All staff have been made aware of these and staff meetings are used to raise their knowledge and understanding of how and when, to respond to any concerns about other members of staff or concerns about children's welfare. A safeguarding questionnaire was devised and used to check out staff's understanding of relevant issues. Staff responses to this questionnaire were assessed by management and used to inform discussions during individual staff supervision sessions. Following on from these discussions, a safeguarding reference sheet was devised and given to all staff to remind them of the safeguarding procedures. Discussions with several staff demonstrate that they have a clear understanding of the whistle-blowing procedure and they would not hesitate to report any safeguarding concerns about a colleague. Staff confidently describe some of the possible signs of abuse or neglect and are aware of required recording and reporting procedures. Furthermore, you explain that the owner has attended safeguarding training and this has refreshed and improved his knowledge and understanding of child protection issues. Consequently, everyone working in the nursery has a better knowledge and understanding of safeguarding and their roles and responsibilities in this respect.

The inspector found that some steps have been taken to ensure that information about staff qualifications, identity checks and vetting processes is obtained and recorded to ensure their suitability to work with children. You explained that the nursery recruitment procedure has been reviewed and amended to ensure that no person starts work at the nursery without a suitable Disclosure and Barring Service check. A record is maintained of staff checks carried out through the Criminal Records Bureau and the Disclosure and Barring Service; this includes the disclosure reference number, the date it was obtained and details of who obtained it. Also, the majority of staff have signed a form confirming their continued suitability and you explain that this will be completed by all staff on an annual basis. Furthermore, you state that staff are not allowed unsupervised contact with children unless their suitability has been checked. Nonetheless, you do not have clear records of the identity checks and vetting processes carried out for all staff. For example, a record is not retained as to what identification you have seen for staff and sufficient references have not been obtained for all new staff. This shows that you do not have a secure understanding of robust recruitment and vetting procedures, and legal

requirements. Consequently, further improvement is needed to protect children.

The inspector found that suitable steps have been taken to ensure that staff obtain information about children's development when they start at nursery. Also, you explain that staff are starting to use this information, along with observations and assessments, to accurately track children's progress and build on the next steps in their learning. You are working closely with your local authority adviser to trial new ways of working and to ensure that staff assessments of children's progress are accurate and used appropriately. You explain that staff have begun to plan experiences based on information gained from children's parents, their observations from the previous week and where they want to move children on next in their learning. Each child is now given meaningful targets to work towards and these are reflected in the revised planning and provision of children's experiences. You demonstrate that the majority of children's progress records, known as profiles, have been reviewed and staff have obtained and recorded a variety of information from parents about what their children like, know and can do. This information has been placed in each child's profile and staff explain how they plan to update this at regular intervals. You state that your manager routinely reviews documentation and carries out regular observations of staff practice and the experiences planned and provided for children. You detail how she now spends more time working outside the office and models good practice to the staff team. For example, she shows staff how the use of open-ended questions with children encourages them to communicate, think critically and solve problems. You state that you have brought some staff across from one of your other settings to share and model examples of outstanding practice and to carry out peer observations. However, the peer observation process is still in the very early stages and not yet fully effective in improving the quality of teaching. Furthermore, you and your staff team have reviewed the learning environment and made positive changes to the outdoor environment and the way some areas of the nursery are presented and used. Additional resources have been purchased and children now have access to a greater variety of resources. Parents comment positively on the changes made to the nursery environment and the experiences provided for their children. You explain that these improvements have led to a better programme of activities and experiences and a greater staff understanding of the ways in which children learn. Children are able to make more independent choices about their play and learning and are more interested in the selection available to them.

You have worked closely with the local authority adviser and welcomed her advice and support. You state that you continually review what you do and seek to improve the service you provide. In addition, you keep parents fully informed of the actions you have taken and the progress you continue to make to address the concerns raised at the last inspection. However, children's safety and welfare are not protected because required information is still not obtained and recorded in relation to staff suitability.

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.

Our Reference EY340758

Next steps

The next step will be a full inspection.

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 staff are familiar with the procedures should they observe inappropriate behaviour displayed by other members of staff, so that children's safety and welfare are promoted	10/04/2014	20/05/2014
ensure that information about staff qualifications, identity checks and vetting processes is obtained and recorded to ensure their suitability to work with children	03/04/2014	27/05/2014
ensure staff obtain information about children's development at the start of the placement and use this, along with observations and assessments, to accurately track children's progress and build on the next steps in their learning.	03/04/2014	27/05/2014
ensure that there are effective systems in place to ensure that any person caring for, or in regular contact with children is suitable (compulsory part of the Childcare Register).	03/04/2014	27/05/2014
ensure that there are effective systems in place to ensure that any person caring for, or in regular contact with children is suitable (voluntary part of the Childcare Register).	03/04/2014	27/05/2014
ensure that effective systems are in place to make sure that staff, and any other person who is likely to have regular contact with children are suitable; with particular regard to keeping a record of the identity checks and vetting processes that have been completed and following robust recruitment practices in relation to obtaining references for new staff.	17/06/2014	
ensure that there are effective systems in place to ensure that any person caring for children is suitable (compulsory part of the Childcare register).	17/06/2014	
ensure that there are effective systems in place to ensure that any person caring for children is suitable (voluntary part of	17/06/2014	

Our Reference EY340758

the Childcare Register).