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Kinder Care Day Nursery
32 Richmond Road
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Our Reference EY341970

Dear Aprex Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Lorraine Anne Lawton, monitored your provision on 16/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 03/04/2014, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

The actions raised in the Welfare Requirements Notice under the Early Years Foundation Stage Welfare Requirements asked you to: implement effective systems to ensure that staff, and any other person who is likely to have regular contact with children are suitable to do so. This should include rigorous recruitment procedures to confirm suitability to work with children and take account of any information that is received about staff to ensure children's well-being and safety at all times; implement a system of regular line management and supervision of all staff to ensure that persons working with children and families are effectively supported and their personal effectiveness monitored to promote the interests of children; ensure that all staff have regard for government statutory guidance 'Working Together to Safeguard Children'. This must include notifying agencies with statutory responsibilities without delay if there are any concerns about children's safety or welfare and ensure that the named person who has designated lead responsibility for safeguarding has the required knowledge and understanding to undertake this role, including the procedure to be followed if concerns about a child are brought to their attention.

In addition, you were sent a notice to improve which asked you to: implement a robust system for administering medicines. This must include obtaining up to date information about children's medical needs and written permission from a child's parents/carers to ensure that appropriate care and assistance can be given when required.

There were also actions raised relating to safeguarding and suitable people in respect of the Childcare Register Requirements. In addition, actions were raised relating to the learning and development requirements and for which a longer timescale has been given, as follows: involve parents in their children's learning by improving the exchange of information on entry, during placement and by encouraging them to share their views to enhance children's learning and development at home; improve the system for observation and assessment and use the information obtained from observing children to understand their level of achievement, interests and learning styles. Shape learning experiences for each child reflecting those observations to help children make the best possible progress in their learning and development and improve staffs knowledge and understanding of the learning and development requirements, so that children are provided with a suitable educational programme, which enables them to make good progress towards the early learning goals. This monitoring visit does not assess compliance with the learning and development actions due to the timescale, therefore a further monitoring visit will take place.

As a result of the monitoring visit on 16 May 2014, the inspector is of the view that recruitment steps have improved through tighter reference procedures. Staff are not appointed until references are received and references are followed up if further enquiries are necessary. In addition, there is a new check list that is used to record all requested and receipted information and which shows a clear audit trail of steps taken to establish suitability. In addition, the application form has been amended to obtain specific information about a person's background and further amendments are in progress to obtain details about disqualification, including, by association. Consequently, procedures to inform sound suitability decisions about staff and to inform the Ofsted waiver process are in place.

As a result of the monitoring visit on 16 May 2014, the inspector is of the view that supervision arrangements are in place for staff. However, the process for new staff identifies that a record of supervision is not drafted until after the probation period. This is despite staff being monitored and supported by senior staff members. Plans are underway to ensure there is a record of the support, staff comments and identified training needs that form the line management arrangements for new staff from the start of their employment.

As a result of the monitoring visit on 16 May 2014, the inspector is of the view that appropriate steps have been taken to improve child protection procedures. The policy and staff practice has been reviewed to ensure concerns about children, or the seeking of advice, are referred to the relevant agency without delay. Whilst referrals are made, as part of the setting's procedure, practise now includes closer monitoring and improved recording of concerns which is overseen by senior management and the designated person for child protection. In addition, the senior management team are due to attend further child protection training and all staff have been issued with up to date documentation, such as current local authority guidance and 'Working Together to Safeguard Children'. Staff are also able to articulate an understanding about the setting's safeguarding procedures. Consequently, children are protected.

As a result of the monitoring visit on 16 May 2014, the inspector is of the view that you have made appropriate changes to medication procedures. A central record of medication administration including medication expiry dates helps to obtain an overview of medication requirements for 'asthma'. This is in addition, to records maintained in each room. In addition, parents have been informed via the regular newsletter to log all medication for their child, in the office, in the first instance. This informs the central overview record and ensures children's good health.

The inspector recognises the drive you have shown to make improvements and meet requirements. You have achieved this through support from the local authority advisory teams and by implementation of your own action plan. A further monitoring visit will take place to check compliance with the requirements relating to learning and development.

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 further monitoring.

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
involve parents in their children's learning by improving the exchange of information on entry, during placement and by encouraging them to share their views to enhance children's learning and development at home	06/06/2014	
develop staff's knowledge and understanding of the learning and development requirements, so that children are provided with a suitable educational programme, which enables them to make good progress towards the early learning goals	06/06/2014	
ensure that all children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)	04/04/2014	06/06/2014
implement the written statement of procedures to be followed for the protection of children, so that they are safeguarded from abuse or neglect (compulsory part of the Childcare Register)	04/04/2014	06/06/2014
ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the Childcare Register)	04/04/2014	06/06/2014
implement effective systems to ensure that no person who is in regular contact with children is unsuitable to do so (compulsory part of the Childcare Register).	04/04/2014	06/06/2014
ensure that all children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)	04/04/2014	06/06/2014
implement the written statement of procedures to be followed for the protection of children, so that they are safeguarded from abuse or neglect (voluntary part of the Childcare Register)	04/04/2014	06/06/2014

ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register)	04/04/2014	06/06/2014
implement effective systems to ensure that no person who is in regular contact with children is unsuitable to do so (voluntary part of the Childcare Register).	04/04/2014	06/06/2014
implement the system for observation and assessment and use the information obtained from observing children to understand their level of achievement, interests and learning styles, and shape learning experiences for each child reflecting those observations to help children make the best possible progress in their learning and development.	06/06/2014	
implement a robust system for administering medicines, this must include obtaining up-to-date information about children's medical needs and written permission for administering medication from a child's parents and/or carers to ensure that appropriate care and assistance can be given when required	12/05/2014	06/06/2014