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Small World Day Nursery
81 New Birmingham Road
Tividale
Oldbury
West Midlands
B69 2JF

Our Reference 255150

Dear Sandra Ann Squires

Monitoring for provision judged as inadequate

An Ofsted inspector, Dianne Adams, monitored your provision on 05/06/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 18/03/2014, 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 the managers the steps you have taken to address the actions raised in the notice to improve. She observed interactions between staff and children in the baby room, green room and in the outdoor environment and observed the organisation and deployment of staff, premises and equipment. The inspector had discussions with individual members of staff and also spoke to representatives from the local authority. She looked at the your observation, assessment and planning records, safeguarding, recruitment and vetting procedures and supervision of all staff and apprentices.

The inspector found that managers have developed a clear and concise action plan to support improvement and address the issues raised at your last inspection. Managers have reviewed and are developing ways to evaluate the quality of practice of all staff and apprentices working in the nursery and the impact this has on children's learning. This includes plans to implement regular individual supervision sessions with all staff to monitor, support and improve their personal effectiveness.

The inspector found that managers have reviewed the recruitment and vetting procedures and now ensure all required checks are completed and in place for each individual member of staff before they commence working with children. This ensures children are cared for by staff who are suitable, which promotes their welfare and safety. Managers have spent time reviewing the safeguarding policies and procedures and have taken effective steps to ensure all staff have a secure

knowledge of these procedures. This includes monitoring their knowledge through ongoing discussions at staff meetings, during the induction of new staff and through displaying the policies in each playroom. Staff now demonstrate a sound understanding of the action they must take when concerned about the practice of their colleagues or a child's welfare. As a result, children are protected from harm and their welfare is more secure.

All staff have welcomed support from the local authority. This includes working with a development worker and qualified teacher to observe the practice of staff in order to recognise good practice and achievements. The inspector found that managers are in the process of developing consistent practice to fully support all children's learning. Changes have recently been made to the organisation within the nursery and the deployment of staff, which has led to significant improvement in meeting the individual needs of children. Younger children now sleep in their own playrooms at a time which accommodates their specific needs. Also, children in the baby room now enjoy consistency in the care and learning provided by familiar staff, specifically their key person. This system is now better embedded to meet the physical and emotional well-being of the children.

Managers have worked closely with all staff to improve the way they observe, assess and plan for children's learning. Staff now complete regular assessments of the progress children are making and clearly identify and plan for the steps that need to be taken to support their learning further. This results in children benefiting from appropriate support to make progress towards the early learning goals. Staff have also improved upon how they share this information between themselves and with parents in order for everyone to have an accurate picture of children's overall learning. This includes parents being given a daily care form and also being encouraged to complete a document entitled 'things I'd like to share', which the key person adds to the child's learning journey folder.

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
implement a robust recruitment and vetting process to ensure all staff are suitable to work with children. Ensure all staff working alone with children are suitable to do so	27/03/2014	06/06/2014
ensure all staff have a secure knowledge of safeguarding issues and the procedures to follow to protect children	27/03/2014	06/06/2014
involve parents in their children's learning by improving the exchange of information during the placement and encouraging them to share their views and enhance children's learning and development at home	25/04/2014	06/06/2014
improve training, support and monitoring of those staff who are new, providing cover or on apprenticeships to ensure that children's learning and development and continuity of care is not compromised and that every child's experiences are tailored to meet their individual needs	09/05/2014	06/06/2014
ensure all staff consistently use observations and ongoing assessments to determine children's level of achievement to shape learning experiences which are based on each child's next stage of learning	30/04/2014	06/06/2014
ensure premises, equipment and staffing arrangements are organised in a way that meets the needs of all children	25/04/2014	06/06/2014
ensure there are effective systems in place to ensure that any person in regular contact with children is suitable to work with children (compulsory part of the Childcare Register)	20/03/2014	06/06/2014
ensure there are effective systems in place to ensure that any person in regular contact with children is suitable to work with children (voluntary part of the Childcare Register)	20/03/2014	06/06/2014
ensure the key person system is fully	25/04/2014	06/06/2014

embedded in order to tailor the care and learning to meet each child's individual needs.

ensure appropriate arrangements are in place for the supervision of staff and to provide support, coaching, supervision and monitoring, in order to increase staff's knowledge and improve teaching skills and performance	30/04/2014	06/06/2014
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