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Grove Hall Nursery Limited
Grove Hall Nursery
59 Balham Grove
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Our Reference EY416962

Dear Grove Hall Nursery Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Cheryl Walker, monitored your provision on 10/01/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 12/06/2013, we sent you a welfare requirements notice. If you were set actions at the inspection, or as a result of our subsequent monitoring or investigations, these are included at the end of this letter unless we have already verified that they have been completed.

The welfare requirements notice required you to:

make sure the staffing arrangements meet the needs of all children and ensure their safety; ensure that children are adequately supervised; meet the ratio requirements that apply to the total number of staff available to work directly with children; improve the key person system in order that every child's care is tailored to meet their individual needs- with particular regard to children's emotional well-being, meal arrangements and nappy changing routines; ensure the manager has a clear understanding of her roles and responsibilities; and to improve the range of suitable resources available to young children in the setting and organise these in a way that meets their needs.

In addition to the welfare requirements notice, you were also issued a notice to improve which asked you to:

provide challenging and enjoyable activities and experiences for all children across all seven areas of learning and development; ensure children's development is guided by providing a broad range of stimulating and accessible resources and making sure that resources are relevant to children's interests, and by arranging flexible indoor and outdoor space; and to ensure fresh drinking water is available and accessible to

children at all times.

The visit carried out on 22 July 2013 found that the issues raised in the welfare requirements notice had been met. Satisfactory progress had been made in this respect, although more progress was expected with regard to the provision of suitable resources for all children. The actions relating to children's learning and development were being progressed but not fully met. The actions were therefore re-set and these areas continued to be monitored through inspection, to ensure a sustained improvement. Children were seen to have access to readily available water for refreshment.

However, on arrival to the setting at that visit, the Inspector was able to gain unchallenged access to the premises, raising significant concern about the security systems in place. Whilst CCTV was in place, access was allowed to an unknown adult, which could potentially have put children's safety at risk. An action was raised relating to staff understanding of their role and responsibility.

Further actions were set at that visit asking you to:

improve the range of suitable resources available to all children in the setting and organise these in a way that meets their needs, and to ensure that all staff receive induction training to help them understand their responsibilities and roles- with particular regard to safeguarding and security within the setting.

A further monitoring visit took place on 23 October 2013. Security at this visit was seen to be improved, enhancing children's safety from unknown visitors. Positive changes with regard to the way the rooms are planned and organised were observed, enabling children to access more freely a wider range of varied resources. The local authority are supporting the setting to make continued improvements.

The visit also found that with regard to staffing, level 3 qualification requirements are being met in each room, however the majority of the remainder of the staff team were unqualified. This does not meet with the requirements of the Early Years Foundation Stage. The provider and manager are not fully secure in their understanding of staffing requirements. The provider also demonstrates a weak understanding of safeguarding procedures.

A visit carried out on 10 January 2014 found that the provider had taken steps to address the issue of a lack of qualified staff and more staff had been employed. However, on review of the recruitment process, the provider had not taken adequate steps to appropriately vet staff to be assured of their suitability and had not followed the setting's recruitment policy in doing so. These failures compromise children's safety. A welfare requirements notice has been issued requiring the provider to

provide evidence that demonstrates effective systems to ensure that practitioners are suitable. A notice to improve has also been issued to ensure the manager understands her role and responsibility when recruiting new staff.

Having considered all the evidence, the inspector is of the opinion that at this time the setting is making inadequate improvement overall.

Overall effectiveness of the improvement and outcomes for children

Staff understanding of the security systems in place at the setting was initially weak. Improvements have been made, in that a security camera has been replaced, visitors are asked to evidence identification and to sign the visitor's book, and staff are generally more aware, leading to improved levels of safety for children at the setting.

The importance of the key person system has been discussed with staff and highlighted as a key aspect of children's emotional well being. Children were seen to be settled and engaged. Resources have been increased throughout the setting, ensuring that children can make choices and experience challenge. Resources are more attractively presented to children in a way that encourages their interest.

Staffing at the setting has been improved. The provider has taken steps to ensure that a higher proportion of staff are appropriately qualified and the setting meets requirements in this area. However, recruitment procedures have not been robust in ensuring staff suitability. Previous employment has not been consistently checked and few references taken up on new staff. No evidence was available that new Disclosure and Barring System checks had been applied for which means that whilst staff may be qualified, their suitability has not been confirmed before being given unsupervised access to children.

The manager and provider were not able to demonstrate a sound understanding of the recruitment policy and the weaknesses in knowledge and procedure mean that children are not effectively safeguarded. These issues raise further concern about the overall understanding of the Early Years Foundation Stage requirements.

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
with the exception of level 3 qualified staff, ensure that at least 50% of the remainder of the staff team hold a relevant level 2 qualification	29/11/2013	22/01/2014
improve your knowledge and understanding of the Early Years Foundation Stage requirements, particularly staffing and safeguarding procedures	29/11/2013	22/01/2014
ensure the manager understands her role and responsibilities	07/02/2014	
improve your knowledge and understanding of the Early Years Foundation Stage requirements, particularly staffing and safeguarding procedures	07/02/2014	
implement effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with children which must include obtaining an enhanced Criminal Records Bureau check; is of integrity and good character; has skills and experience suitable for the work; is physically and mentally fit for the work.	07/02/2014	