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Grove Hall Nursery Limited  
Grove Hall Nursery  
59 Balham Grove  
LONDON  
SW12 8BD

Our Reference EY416962

Dear Mr Albert Calus

### **Outcome of monitoring visit for provision judged as inadequate**

An Ofsted inspector, Cheryl Walker, carried out a monitoring visit of your provision on 23/10/2013. This visit follows on from your inspection where the provision was judged to be inadequate.

### **Outcome of the visit**

As a result of our inspection on 12/06/2013, we sent you a welfare requirements notice.

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 remain 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. Actions have been raised with regard to these issues.

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

To comply with the requirements of the EYFS the registered person must take the following action by the specified date:

- with the exception of level 3 qualified staff, ensure that at least 50% of the remainder of the staff team hold a 29/11/2013

- relevant level 2 qualification
- improve your knowledge and understanding of the Early Years Foundation Stage requirements, particularly staffing and safeguarding procedures

29/11/2013

## **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 increased, leading to better levels of supervision. However, the number of qualified staff employed remains an issue. Consequently, expectations of children may be inappropriate. A new manager is now in place and a senior team developed to address the weaknesses and work towards improvement. Regular staff meetings are held to communicate changes and review practice and staff confirmed induction processes were in place, leading to a better understanding of individual roles and responsibilities.

The provider was not able to demonstrate a sound understanding of safeguarding procedures during the visit, which could impact on the procedure's followed should an allegation be made. Further actions have been raised to address the outstanding issues.

### **Next steps**

Having considered all the evidence the inspector is of the opinion that at this time:

- The setting has made inadequate progress in addressing the points for improvement. The next visit will be a further monitoring visit.

If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Susan Gregory HMI  
National Director, Inspection Delivery



**For the attention of:** Compliance, Investigation and Enforcement Team.

**Reply slip**

Name and Address of setting:

Grove Hall Nursery Limited  
Grove Hall Nursery  
59 Balham Grove  
LONDON  
SW12 8BD

**ACTIONS**

Please complete the box below to show what you have done in order to meet the action required:

<b>Action Required</b>	<b>Action Taken</b>	<b>Date Completed</b>
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		
improve your knowledge and understanding of the Early Years Foundation Stage requirements, particularly staffing and safeguarding procedures		

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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