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Our Reference EY303773

Dear Golders Hill School Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Catherine Greene, monitored your provision on 16/06/2014 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. 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.

During the monitoring visit the inspector discussed with you the steps you have taken to address the actions raised in the notice to improve. The inspector reviewed your safeguarding procedures and risk assessments. She observed the safety and suitability of the premises and systems that you use to plan and assess children's learning. In particular, the systems for monitoring and developing children's learning and development in English. In addition to this, records were looked at confirming staff qualifications and certificates for staff training in safeguarding were seen. The inspector found that you have developed a clear action plan to address the issues raised at your last inspection and that you have quickly implemented these plans.

The inspector found that you have obtained written clarification of staff qualifications from a registered body to ensure they are equivalent to a level 3 qualification and above. The deputy manager is qualified to level 3 and is able to take charge in the absence of the manager. You are able to demonstrate that over half the staff team are qualified and have the ability to take responsibility in their designated roles. The inspector found that the staff team have attended training and booked for additional courses in English for speakers of other languages, in order to help them be more confident in communicating with other professionals. Since the last inspection the staff's understanding of the procedures for assessments and planning have been improved by interpreting guidance and documents into both English and Japanese. All policies including those for safeguarding have been reviewed and all are available

in both languages. This helps ensure that all staff and parents can fully understand them.

You have reviewed your procedures for ensuring that all staff have up-to-date knowledge of safeguarding and child protection issues and know how to follow procedures. The designated member of staff with responsibility for child protection has completed training with Barnet solutions for schools. Staff have completed online level one child protection training and have also attended other courses on assessing children's development. These processes contribute to ensuring children are safe in your care. Risk assessments are conducted daily and reviewed annually. The completion of the risk assessments are monitored by the head teacher who records detail of any findings to be discussed and addressed promptly. You have recently successfully followed these risk assessments to ensure that the outdoor play area is suitable for children.

The inspector found that you have made significant changes to policies and procedures that relate to learning and development, safeguarding and to your overall practice. You have actively supported your staff team to identify those areas that require further development. Your staff team have also attended training courses to bring their knowledge up to date. This has had a positive impact on the improvement you and your staff team have made. You have made improvements to the service you provide and changed your practices to meet the legal requirements set out in the Early Years Foundation Stage. As a result, you have been able to identify in your action plan what needed to be improved since your last inspection and you can demonstrate that you know how to maintain these improvements.

You stated that you had received a lot of support from the local authority at your other setting. However, the main input to this nursery from the local authority is to provide access to the varied training courses your staff have attended. The inspector did not speak to a representative from the local authority during the visit.

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
ensure that the staff team has sufficient knowledge and understanding to implement the learning and development requirements of the Early Years Foundation Stage, including the required areas of learning and which are the most important areas of learning for children aged between two and three years	31/05/2014	19/06/2014
ensure that staff can demonstrate that they help children have a basic understanding of the importance of healthy lifestyles, including a healthy diet	31/05/2014	19/06/2014
undertake a risk assessment of the premises and equipment at least once in each calendar year and ensure that all necessary measures are taken to minimise any identified risks(compulsory part of the Childcare Register)	30/04/2014	19/06/2014
undertake a risk assessment of the premises and equipment at least once in each calendar year and ensure that all necessary measures are taken to minimise any identified risks(voluntary part of the Childcare Register)	30/04/2014	19/06/2014
ensure that at last half of all persons caring for children have successfully completed a qualification at a minimum of level 2 in a relevant areas of work (compulsory part of the Childcare Register)	31/05/2014	19/06/2014
ensure staff can demonstrate that they have sufficient understanding and use of English to keep any necessary records in English; to talk with outside professionals as necessary and that they understand and can implement the nursery's policies and procedures	31/05/2014	19/06/2014
ensure all staff can demonstrate the	31/05/2014	19/06/2014

ability to implement the nursery's safeguarding policy and procedures and that they can identify the signs of abuse and neglect; that they know the procedures to follow should they have concerns for a child's welfare, and that they can demonstrate that they understand the procedures to follow in the event of an allegation made against a member of staff

complete a risk assessment that covers all areas in and outside, on a regular basis and ensure it identifies how risks will be minimised	31/03/2014	19/06/2014
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demonstrate that the named deputy holds a relevant qualification and is capable of taking charge in the manager's absence	31/05/2014	19/06/2014
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demonstrate that at least half the staff hold a relevant level 2 qualification	31/05/2014	19/06/2014
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ensure that staff have the necessary skills to provide children with sufficient opportunities to reach a good standard of English so they are ready for the next stage in their learning	31/05/2014	19/06/2014
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ensure that the staff team plans and delivers an enjoyable and challenging experience for every child through providing sufficient resources and experiences that encourage children's learning through active exploratory play	31/05/2014	19/06/2014
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