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Seahorses Day Nursery
Winterleys House
Albert Road
London
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Our Reference EY465629

Dear Adeola Oluwatosin Amuludun

Monitoring for provision judged as inadequate

An Ofsted inspector, Siobhan O'Callaghan, monitored your provision on 19/06/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 25/03/2014, 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.

You were given a timescale for completion of 10 June 2014 which asked you to:

- ensure all staff understand the setting's safeguarding policy and procedures, have an up to date knowledge of safeguarding issues, can identify and understand the signs and symptoms of potential abuse and neglect, and are able to respond in a timely and appropriate way to such issues
- ensure the safeguarding policy and procedures are in line with the guidance from the relevant Local Safeguarding Children Board (LSCB), and includes an explanation of the action to be taken in the event of an allegation being made against a member of staff
- implement effective systems to ensure that all staff are suitable to work with children. This includes obtaining an enhanced Disclosure and Barring Service check for all staff
- ensure an effective behaviour management policy and procedures are implemented within the setting and that staff are consistent in their application of these
- assess the risks to children's safety and identify how these risks will be removed or

minimised; this is with particular regard to toys and items that are potential choking hazards and tripping hazards

-ensure all staff are aware that concerns about children's safety or welfare need to be referred without delay to agencies with statutory responsibility for safeguarding. This means the local children's social care services and, in emergencies, the police.

You were also issued with a Notice to Improve with a timescale for completion of 27 May 2014 which asked you to:

-strengthen the key- person system to ensure that every child's care is tailored to meet their individual needs, to help the child become familiar with the setting, to offer a settled relationship with the child and build a relationship with parents particularly in regard to children with additional needs

-ensure the quality of teaching is improved by planning activities and the learning environment effectively to meet the individual needs of children

-ensure the first-aid box in the baby room has appropriate contents for use with children.

You were also issued with actions with a date of 27 May 2014 to ensure that you are meeting all Requirements that link to your registration on the Childcare Register. These asked you to:

-implement the statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register)

-implement the statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register)

-undertake a risk assessment of the premises and equipment immediately to ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register)

-ensure that staffing arrangements meet the needs of all children and ensure their safety; this is with regard to ensuring that there is a suitable deputy to take charge in the manager's absence, particularly at the end of each day, that there are suitably trained staff working with babies and that babies are not waiting for long periods at snack and lunchtime

-develop 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 Disclosure and Barring Service check, is of integrity and good character, has skills and experience suitable for the work and is physically and mentally fit for the work (compulsory part of the Childcare Register)

-develop 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 Disclosure and Barring Service check, is of integrity and good character, has skills and experience suitable for the work and is physically and mentally fit for the work (voluntary part of the Childcare Register)

-undertake a risk assessment of the premises and equipment immediately to ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register)

-ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)

-ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)

-ensure that the childcare is inclusive by taking all reasonable steps to ensure that the needs of each child, relating to their childcare, are met (compulsory part of the Childcare Register)

-ensure that the childcare is inclusive by taking all reasonable steps to ensure that the needs of each child, relating to their childcare, are met. (voluntary part of the Childcare Register)

During the monitoring visit on 19 June 2014, the inspector discussed with you the steps you have taken to address the Welfare Requirements Notices and the actions to improve. It was observed that you are now meeting the suitability requirements to ensure that all staff working with children has appropriate Disclosure and Barring Service checks. You were also meeting the requirement to have a suitably qualified deputy manager in place and you have improved the deployment of senior staff which ensures that a manager or deputy is always present at the beginning and end of each day. You have also ensured that a Level 3 qualified staff member is working directly with the babies. However, you have failed to notify Ofsted of a change in manager, you say that you are now managing the nursery four days a week until you find a replacement manager. It is an offence to not notify Ofsted of a change in manager, and therefore, you will receive an initial warning letter regarding this failure.

Observations of your policies and procedures demonstrate that you now have a written safeguarding procedure in place which is shared with all staff and parents. Discussions with the staff team demonstrate that they have an improved knowledge and understanding of the safeguarding policy and procedures with regards to monitoring children's welfare. They were able to discuss the possible signs and symptoms of abuse and were secure in which outside professionals they should be contacting to share safeguarding concerns with. Staff were aware that the safeguarding policy included a procedure to follow should allegations of abuse be made against themselves or a colleague. However, staff were not clear of who the nominated safeguarding person was within the nursery. They were also not clear of what would happen in the event of an allegation being made against themselves or colleagues. Because of this continued weakness in some aspects of staff's knowledge, it was agreed that this would be revisited at the next monitoring visit.

The inspector observed improved risk assessment procedures being followed in the nursery. Staff were secure in their role of managing and removing potential risks to children in the environment. Staff working with the younger children say that they are now vigilant in observing the resources that they are offering to children and ensure that no small items that could pose as a choking hazard are available. Observations of the play areas used by children were seen to be accessible, safe and secure.

Observations of staff interaction with children demonstrate that on the whole staff are positive and enthusiastic to engage in children's play. They offer children praise when they achieve tasks and encouragement when they are finding things difficult to manage. However, some staff are not consistent in their behaviour management strategies with children. For example, they are quick to reprimand children for certain behaviours before they know the facts about the incident that has occurred. For example, a child is reprimanded for throwing cheese on the floor, when in fact the cheese had fallen out of the child's sandwich by accident. Discussions with you on the visit demonstrate that you are completing observations on staff's interaction with children. You say that you are aware that improvements to promote consistency of behaviour management strategies with children are an area to further develop. It was agreed that this would be followed up at the next monitoring visit.

During the visit your key person system and the planning and assessment procedures you follow were discussed with you. It is clear that your planning is now more focused on individual children rather than on a group planning approach. Staff were able to discuss how they observe their key children's learning and how they use this information to support children's next steps in their learning. Observations of staff supporting and teaching children within their play show that they encourage children to achieve through giving them praise. They encourage children to achieve

difficult tasks. For example, older children are delighted to thread beads on long pieces of string and then receive staff guidance so that they can tie these in a circle to wear their beads as crowns. Children are offered further challenges as staff encourage them to count how many beads they have threaded. It is evident that all staff have attended a training day to support their knowledge and understanding of the Early Years Foundation Stage learning and development requirements. This training has given staff additional confidence in delivering more individualised learning opportunities for all children including children with additional needs. The learning environments were observed to be accessible and inviting to the children. Therefore, satisfactory progress has been made in addressing these notices to improve.

It was observed that you have purchased a new first-aid box for the baby room. This ensures that all items are up-to-date should you need to use these in an emergency situation.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

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
ensure all staff understand the setting's safeguarding policy and procedures, have an up to date knowledge of safeguarding issues, can identify and understand the signs and symptoms of potential abuse and neglect, and are able to respond in a timely and appropriate way to such issues	10/06/2014	
strengthen the key- person system to ensure that every child's care is tailored to meet their individual needs, to help the child become familiar with the setting, to offer a settled relationship with the child and build a relationship with parents particularly in regard to children with additional needs	10/06/2014	19/06/2014
ensure the quality of teaching is improved by planning activities and the learning environment effectively to meet the individual needs of children	10/06/2014	19/06/2014
ensure the first-aid box in the baby room has appropriate contents for use with children.	27/05/2014	19/06/2014
implement the statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register)	27/05/2014	
implement the statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register)	27/05/2014	
undertake a risk assessment of the premises and equipment immediately to ensure that all necessary measures are taken to minimise any identified risks	27/05/2014	19/06/2014

(compulsory part of the Childcare Register)

ensure that staffing arrangements meet the needs of all children and ensure their safety; this is with regard to ensuring that there is a suitable deputy to take charge in the manager's absence, particularly at the end of each day, that there are suitably trained staff working with babies and that babies are not waiting for long periods at snack and lunchtime

27/05/2014 19/06/2014

develop 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 Disclosure and Barring Service check, is of integrity and good character, has skills and experience suitable for the work and is physically and mentally fit for the work (compulsory part of the Childcare Register)

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27/05/2014 19/06/2014

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27/05/2014 19/06/2014

ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)

27/05/2014

ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)

27/05/2014

ensure that the childcare is inclusive by taking all reasonable steps to ensure that the needs of each child, relating to their childcare, are met (compulsory part of the Childcare Register)	27/05/2014	19/06/2014
ensure that the childcare is inclusive by taking all reasonable steps to ensure that the needs of each child, relating to their childcare, are met. (voluntary part of the Childcare Register)	27/05/2014	19/06/2014
ensure the safeguarding policy and procedures are in line with the guidance from the relevant Local Safeguarding Children Board (LSCB), and includes an explanation of the action to be taken in the event of an allegation being made against a member of staff	27/05/2014	
implement effective systems to ensure that all staff are suitable to work with children. This includes obtaining an enhanced Disclosure and Barring Service check for all staff	27/05/2014	19/06/2014
ensure an effective behaviour management policy and procedures are implemented within the setting and that staff are consistent in their application of these	10/06/2014	
assess the risks to children's safety and identify how these risks will be removed or minimised; this is with particular regard to toys and items that are potential choking hazards and tripping hazards.	27/05/2014	19/06/2014
ensure all staff are aware that concerns about children's safety or welfare need to be referred without delay to agencies with statutory responsibility for safeguarding. This means the local children's social care services and, in emergencies, the police	27/05/2014	19/06/2014