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The Early Years Nursery  
Plaistow Park  
Greengate Street  
London  
E13 0AS

Our Reference EY273240

Dear The Foundations for Learning Partnership Limited

### **Monitoring for provision judged as inadequate**

An Ofsted inspector, Siobhan O'Callaghan, monitored your provision on 20/06/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 26/02/2014, 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 30 April 2014 which asked you to:

- obtain enhanced Disclosure and Barring Service checks in respect of every person aged 16 and over who works directly with children

- review recruitment procedures to ensure that appropriate checks are made to ensure the suitability and integrity of staff, this includes references, Disclosure and Barring Service reference number, the date the disclosure was obtained and the details of who obtained it.

You were also issued with Notices to Improve for both the Early Years Register and for the compulsory and voluntary parts of the Childcare Register with a timescale for completion of 30 April 2014 which asked you to:

- review the key person system to ensure that children's emotional and developmental needs are met, including the accurate planning of activities and assessment of all children's development. Particularly those children who are learning English as an additional language and babies

- improve staff understanding of how to support children to manage their personal

needs, including going to the toilet independently, while maintaining their privacy during routines

review staff training and monitoring arrangements to ensure that they fully understand how to provide a safe, clean, stimulating and challenging environment for all children at all times of the day

improve staff understanding of how to assess risks to children on an ongoing basis, and be more pro-active when responding to risks and hazards which occur during the day, particularly relating to children's health and safety

ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (compulsory part of the Childcare Register)

ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (voluntary part of the Childcare Register)

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (voluntary part of the Childcare Register)

ensure that all children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)

ensure all children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (compulsory part of the Childcare Register)

maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (compulsory part of the Childcare Register)

improve staffing arrangements to ensure that they supervise children appropriately to meet the needs of all children and ensure their safety

meet all children's learning needs when they arrive in the morning by planning appropriate activities and making resources available

maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced

Disclosure and Barring Service check and is of integrity and good character (voluntary part of the Childcare Register)

improve planning and monitoring systems to ensure consistency to promote children's progress effectively from their starting points; plan and provide a varied range of activities for children to develop their skills in technology; and improve planning for large group story times to ensure that all children are engaged in the story.

During the monitoring visit on 15 May, the inspector found that you had taken some steps to meet the Welfare Requirements Notices and the Notices to improve. You demonstrated a positive commitment to implementing improvements to your setting. However, it was observed that there were still weaknesses in your recruitment systems with regards to checking staff's overall suitability. It was agreed at this time that these matters would be revisited at a follow up monitoring visit.

During this visit it was also observed that staff were not maintaining robust risk assessments. This resulted in young babies being put at risk of harm. Because of this serious breach in requirements a previous Notice to improve was raised to a Welfare Requirements Notice as follows:

ensure staff understand how to assess risks to children on an ongoing basis, and be more pro-active when responding to risks and hazards which occur during the day, particularly relating to children's health and safety.

In addition to this breach it was observed that staff had not yet implemented assessment requirements for all children aged between two years and three years of age. This was discussed with you at this time and you agreed to implement this as a matter of priority. A further Notice to improve was raised as follows:

ensure that when a child is aged between two and three, a review of their progress is completed, and provide parents and/or carers with a short written summary of their child's development in the prime areas. The progress check must identify the child's strengths, and any areas where the child's progress is less than expected.

During the visit on the 15 May the inspector observed that staff demonstrated a sound knowledge and understanding of safeguarding policies and procedures. They were able to discuss the possible signs and symptoms of abuse and how they would monitor concerns. However, they were not aware of who the named safeguarding person was in the nursery. This was discussed with you at the time and a further Notice to improve was issued as follows:

ensure that there is a practitioner designated to take lead responsibility for

safeguarding children.

A second monitoring visit on 20 June 2014 was conducted to monitor your provision and to check your compliance with all previous Welfare Requirements Notices and Notices to improve. It was observed that secure progress has been made in ensuring that all staff, both permanent and casual, has either a current Disclosure and Barring Service check or they have one that is currently in the process of being checked. Discussions with you demonstrate that staff who are yet to receive their clearance are not left unsupervised with children and they do not manage children's personal care. It was observed that your recruitment procedures have continued to improve as you now have references in place for all your permanent staff. However, this is not the case for your casual staff. This was discussed with you during the visit and you agreed that this is an area that must be improved. It was therefore, agreed that this would be followed up at a further monitoring visit.

The inspector observed that sound progress is being maintained to further develop the effectiveness of the key person system. You have changed staff rotas to ensure that children have continuity of care from their key person. Discussions with staff demonstrate that they are able to discuss their key children's progress and where they need to be supported to develop new skills. Children were observed to be happy and engaged positively with the staff caring for them. Staff in the toddler room have made good progress in developing assessments to show the progression of the children in their care. These have been shared with parents and parent's comments have been included in the overall assessment of children's progress. However, the sharing of children's starting points in the baby room is not as secure. Although staff are able to discuss their key children's care routines and their general likes and dislikes. This information is not secure in supporting all staff to care for babies in their preferred way if their key person is unwell or off on leave. This was discussed with baby room staff and with you during the visit. It was agreed that this would be revisited at the next monitoring visit.

Children were observed to be confident in initiating their own play and in making decisions about whether to play inside or out in the garden. They demonstrated positive self-care skills as they visited the bathrooms independently to wash their hands before lunch. Discussions with staff demonstrate that improved measures are in place to protect children's privacy during routines, for example staff respect children's privacy when they are using the toilet and potties are sited in the bathroom areas to promote privacy. Discussions with staff and observations of children managing their own needs demonstrate that children are becoming independent learners. Lunch time routines have a healthy focus on supporting children's self-care skills, as staff encourage children to serve their own food and pour their own drinks. However, the large bowls and spoons that are currently in use are difficult for children to manage which hinders their success in being independent.

Discussions with you demonstrate that you are able to easily rectify and improve this experience for children. In addition we discussed the importance of lunch time being a social experience for the children. During the visit it was observed that some staff are more confident to encourage communication during meals times. When this is successful children's communication, language and listening skills are well supported, however, at present this is not consistent for all children. You agreed to take this forward as an area for improvement. This will be monitored at you next visit.

You have made successful progress in monitoring risks in the environment. All potential risks to children have been removed and the nursery was observed to be safe and secure. Discussions with staff demonstrate that they have a sound knowledge and understanding that they are responsible for continually monitoring the environments presented to children. Discussions with you demonstrate that all senior staff are to attend a health and safety training course on the 21 June 2014 where the focus will be on promoting safe environments for children. You have also continued to improve your safeguarding procedures within the setting. Discussions with staff demonstrate that they have a secure knowledge and understanding of safeguarding policies and procedures. They were able to demonstrate an appropriate awareness of safeguarding issues and what signs and symptoms would give them cause for concern. Staff were clear about who to refer concerns to and they were able to identify who the named safeguarding person is in the nursery.

The management of routines and the general supervision of children during busy times of the day continues to be well organised. Children were observed to be settled and happy within the setting. Discussions with staff demonstrate that since the reorganisation of the environment and the changes made to the grouping of children in the morning, the children are happier and are more settled. Observations in the baby room show that these young children are content and secure with their carers, they enjoy cuddles and exploring musical instruments as staff sing to them. Children in the toddler room were observed to be confident in their environment. They enjoy playing imaginary games as staff support their role play, for example, children are keen to make pretend ice-cream which they then sell to staff. Another group of children are happy drawing while one child is content in having a personal story read to them. Observations of pre-school children demonstrate that they are becoming confident learners. They enjoy the freedom of moving between the indoor and outdoor areas. They are keen to share their counting skills as they confidently count from one to ten in both English and Spanish. Discussions with staff demonstrate that children are really enjoying Spanish lessons which are provided by a member of the pre-school staff. Therefore, progress in supporting children's care and overall learning in the nursery has continued to improve.

Discussions with you and documentation that you provided confirm that you are continuing to put staff on further training courses to support their professional

development. You are working proactively with the local authority advisor to improve the provision that you offer to children. As a result it is evident that steady progress is being made to bring about improvements. However, it was agreed and discussed with you that weaknesses remain in the following areas: suitability checks for casual staff, starting points for babies and the organisation of lunch time for pre-school children to promote their independence and communication and language skills. These will be reviewed at the next monitoring visit.

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
obtain enhanced Disclosure and Barring Service checks in respect of every person aged 16 and over who works directly with children	25/04/2014	20/06/2014
review recruitment procedures to ensure that appropriate checks are made to ensure the suitability and integrity of staff, this includes references, Disclosure and Barring Service reference number, the date the disclosure was obtained and the details of who obtained it	25/04/2014	
ensure staffing arrangements to ensure that they supervise children appropriately to meet the needs of all children and ensure their safety	25/04/2014	20/06/2014
meet all children's learning needs when they arrive in the morning by planning appropriate activities and making resources available	25/04/2014	20/06/2014
ensure that all children make good progress from their starting points by planning and monitoring systems to ensure consistency; plan and provide a varied range of activities for children to develop their skills in technology; and improve planning for large group story times to ensure that all children are engaged in the story	25/04/2014	
ensure that all records are easily accessible and available for inspection	25/04/2014	20/06/2014
review the key-person system to ensure that children's emotional and developmental needs are met, including the accurate planning of activities and assessment of all children's development, particularly those children who are learning English as an additional language and babies	25/04/2014	

review staff training and monitoring arrangements to ensure that they fully understand how to provide a safe, clean, stimulating and challenging environment for all children at all times of the day	25/04/2014	20/06/2014
improve staff understanding of how to assess risks to children on an ongoing basis, and be more pro-active when responding to risks and hazards which occur during the day, particularly relating to children's health and safety	25/04/2014	20/06/2014
improve staff understanding of how to support children to manage their personal needs, including going to the toilet independently, while maintaining their privacy during routines.	25/04/2014	20/06/2014
ensure that all children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)	25/04/2014	20/06/2014
maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (compulsory part of the Childcare Register)	25/04/2014	
ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (compulsory part of the Childcare Register)	25/04/2014	20/06/2014
ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (compulsory part of the Childcare Register).	25/04/2014	20/06/2014
maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and	25/04/2014	



is of integrity and good character  
(voluntary part of the Childcare Register)

ensure that the premises and equipment used for the purposes of childcare are safe and suitable for children (voluntary part of the Childcare Register)	25/04/2014	20/06/2014
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ensure that risk assessments are undertaken immediately where the need for an assessment arises, and measures are taken to minimise any identified risks (voluntary part of the Childcare Register)	25/04/2014	20/06/2014
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ensure all children receiving childcare are kept safe from harm (voluntary part of the Childcare Register).	25/04/2014	20/06/2014
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ensure that there is a practitioner designated to take lead responsibility for safeguarding children	04/06/2014	20/06/2014
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ensure that when a child is aged between two and three, a review of their progress is completed, and provide parents and/or carers with a short written summary of their child's development in the prime areas. The progress check must identify the child's strengths, and any areas where the child's progress is less than expected	04/06/2014	20/06/2014
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