

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

Telephone: 0300 123 1231
Fax: 0300 123 3159
Minicom: 0161 618 8524
Email: enquiries@ofsted.gov.uk
Web: www.ofsted.gov.uk



Fig Tree Day Nursery
12 - 14 Mowbray Close
Frankley
Birmingham
B45 0ES

Our Reference EY423162

Dear Synconium UK Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Esther Gray, monitored your provision on 17/06/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 28/02/2014, 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.

During the monitoring visit of the 17 June 2014 the inspector discussed with you the steps you have taken to address the actions raised in the welfare requirement notice and the notice to improve, which was issued following the inspection. She also discussed the improvements you have made after two previous monitoring visits on 3 April and 6 May 2014. The inspector spoke to staff and children and made observations of the use of space and deployment of staff. Documentation was viewed in support of the improvements, including the checks made for staff suitability.

On 3 April 2014 we carried out a monitoring visit and found that most aspects of the action required were either completed or underway. Although you had not yet received the full report to share with parents you had already taken steps to address the weaknesses in records of the daily hours of attendance for children. The improvement in checking staff that are newly recruited was well under way and the systems used have been revised and improved. The additional steps taken to ensure that previously recruited staff records are updated and their on-going suitability is assured have since been rechecked where necessary.

The inspector found during the monitoring visit carried out on 6 May 2014 that you had produced a training matrix. This demonstrates graphical detail, of how you

identify practitioners training needs and can spot any gaps, following regular supervision and appraisal meetings. You also explained that this had led you to note that managing behaviour effectively was one of the missing elements that you now intend to follow up further. Consequently, the actions identified as part of the welfare requirement notice are met.

In addition to these actions some action had been taken at the first visit, on 3 April 2014, to ensure children will benefit from fresh air and exercise on a rotational basis, using the newly refurbished outdoor area. During the second monitoring visit on 6 May 2014, the inspector found that the outdoor area is well used and that children can use this area at any time. She found that a member of staff has been recruited to support children's play whilst outdoors. The inspector found some teething problems during the second visit in the development of the use of the outdoor learning environment. There were and continue to be weaknesses in practitioner's understanding, and in training of staff, as to how the outdoor area can be used to benefit children's learning and development effectively. The practitioners observed in this area on 6 May 2014 were less engaged in developing children's play and in stimulating children's interest through shared attention to what the children have chosen to play with, than seen in activities and resources provided indoors. Practitioners explained that this was free choice rather than a focussed activity, when asked about the observed activity and the amount of staff engagement. This demonstrated how practitioners had not fully understood how to continue the planning and practice being developed inside and continue to use this whilst outdoors, to promote children's learning and development effectively. During the visit carried out on 17 June 2014, progress in developing practitioner's knowledge of how to use the space and resources, both indoors and outside effectively, was found to be making slow progress.

On 17 June 2014, the inspector found that action has been taken to deal with weaknesses in the organisation of routine of the day, however, the use of space and deployment of staff remains an area for improvement. A senior practitioner designated to the pre-school room, for example, was not adequately planning or communicating any medium or short term plans to those staff arriving earlier in the day, to allow the learning environment to be set up to promote the next steps in children's learning effectively. You have begun to take steps to arrange training sessions for staff to identify what needs to be improved with the help of the local authority advisor.

You had a timetabled a parents evening to engage with parents and gather their thoughts on any improvements they would like to see. There remains, however, more work to be done to make connections with other professionals within the community, to share information in order to provide for the individual needs of the children attending the nursery. You have taken the first steps in developing the

improvements to the learning programme. Some areas of the nursery have been changed into separate rooms rather than free flow areas and the use of space is under constant review, with the support and advice of the local authority improvement advisory body.

The improvement made during the first two monitoring visits was found to be sustained by the inspector on 17 June 2014, although you felt progress was too slow. You have arrangements in place to deliver more training to staff which include visits by the advisor. Systems in place to review risks in the outdoor area have overlooked the need for items used by older children afterschool, to be tidied out of harm's way when the area is used by younger children, for instance skipping ropes left out and a hose pipe left in a position which might be hazardous. Although there remains more to be done, sufficient progress has now been made to consider future progress at a full inspection.

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
increase children's independence and improve the quality of teaching across the areas of learning by making sure that children have easy access to a wide range of stimulating resources which are relevant to their needs and interests, and effectively support their play	28/03/2014	17/06/2014
ensure staffing arrangements meet the needs of all children and ensure their safety and wellbeing, particularly during times of transition from one room to another or one routine to the next	05/06/2014	17/06/2014
ensure communication with parents, outside professionals and local schools is effective to develop a shared understanding of children's needs, abilities and interests and to identify any areas where individual children may need additional support or challenge	28/03/2014	17/06/2014
provide challenging and enjoyable experiences for children across all areas of learning and development; in particular improve the planning and implementation of experiences for the children to increase their engagement in experiences	14/03/2014	17/06/2014