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Cobnuts Steiner Kindergarten
9 Gatland Lane
Maidstone
Kent
ME16 8PJ

Our Reference EY313859

Dear Maidstone Steiner Kindergarten Initiative Committee

Monitoring for provision judged as inadequate

An Ofsted inspector, Mandy Mooney, monitored your provision on 08/07/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 03/02/2014, 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.

The welfare requirements notice required you to comply with the Statutory Framework for the Early Years Foundation Stage under the following requirements: managing behaviour. You were also issued with a notice to improve under the following requirements: safety and suitability of premises, environment and equipment; risk assessment; changes that must be notified to Ofsted; information and records; suitable people, staff qualifications, training, support and skills; key person; child protection and learning and development.

The steps you were required to take were detailed in full in the notice sent to you on 6 March 2014. A previous monitoring visit, completed on 27 March 2014 and 4 June 2014, found that you had not taken prompt and effective action and you were complying with the requirements of these notices. As a result of the visits, a further welfare requirement notice and notice to improve were issued.

Following the last monitoring visit you responded in writing to the notices issued and confirmed you had taken sufficient action to meet the requirements and improve the provision for children. You have engaged with the early years' advisor and Steiner Waldorf advisor and used this influence your practice and to provide an environment that is welcoming and a routine which allows children to make best use of the space both indoors and outdoors.

During the monitoring visit on 8 July 2014 the inspector discussed with your manager the steps you have taken to address the actions raised in the welfare requirement notice and notice to improve. She observed interaction between staff and children throughout the nursery session. The inspector looked at records and policies pertaining to the setting and discussed the action plan in place for continuous improvement.

The provision remains safe and secure, with the side gate remaining locked during the hours of operation meaning unknown persons cannot enter and children cannot leave unsupervised. The risk assessments continue to be reviewed and as a result children's safety is prioritised and they are cared for in a safe environment.

You have demonstrated your understanding of the requirement to notify Ofsted of changes of committee members and you have reviewed the process for checking the suitability of staff and have designated a named deputy and are meeting the required qualification ratios. There are now three staff every day in the setting and this has a positive impact on the provision, and staff deploy themselves effectively and supervise children well, enabling children to make independent choices while ensuring they are kept safe. The change in routine has had a significant impact on children's behaviour and staff respond promptly to any unwanted behaviour, ensuring children know why the behaviour is not acceptable and teaching them empathy for others. Management of children's behaviour across the setting and staff's overall understanding of how to promote positive behaviour and deal with conflicts and issues has improved. This has had a positive impact on relationships throughout the nursery and the level of children's engagement in their learning.

The inspector found that you have introduced effective systems to share this knowledge, which has improved the understanding of all staff. The manager is the key person for all children, however all staff contribute information and observations to influence children's records. They are confident using the systems to track children's starting points and progress, and the manager is completing assessment records for two year olds. Staff now have a secure knowledge of what children have achieved. They use this to help identify and plan for their next steps in their learning and to identify where additional support or challenge is needed. This has led to an improved programme of activities and experiences and as a consequence children are now making better progress.

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 all adults working with the children, including students know how to manage children's behaviour appropriately and implement effective strategies to help children to learn behavioural expectations and how to keep themselves and others safe, with specific regard to the end of the session (Welfare requirement notice)	04/07/2014	08/07/2014
review and improve the systems to ensure practitioners and any other person who is likely to have regular contact with children are suitable. Ensure it is known by management who is employed and working with the children and ensure records are reorganised and accurate to reflect this (Welfare requirement notice)	04/07/2014	08/07/2014
develop systems for monitoring and evaluating the provision effectively to ensure children's needs are placed before the daily routine, and key weaknesses are identified and addressed to help maintain continuous improvement	04/07/2014	08/07/2014
ensure there is a named deputy, who is capable and qualified to take charge in the absence of the manager (Welfare requirement notice)	04/07/2014	08/07/2014
ensure children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)	04/07/2014	08/07/2014
ensure children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)	04/07/2014	08/07/2014
review staffing arrangements to ensure the needs of all children are met and to ensure their safety. Ensure that children are adequately supervised and staff deployed to ensure children's needs are	04/07/2014	08/07/2014

met.

improve the monitoring of children's progress to ensure every child's learning and care is tailored to meet their individual needs	04/07/2014	08/07/2014
ensure at least half of all other staff, (the manager must hold at least a full and relevant level 3 qualification also) hold a full and relevant level 2 qualification (Welfare requirement notice)	04/07/2014	08/07/2014
review staffing arrangements to ensure the needs of all children are met and to ensure their safety. Ensure that children are adequately supervised and staff deployed to ensure children's needs are met (Welfare requirement notice)	04/07/2014	08/07/2014
ensure children's behaviour is managed in a suitable manner (compulsory and voluntary part of the Childcare Register)	04/07/2014	08/07/2014