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The Park Playgroup
Chaddesden Memorial Hall
Chaddesden Lane, Chaddesden
Derby
Derbyshire
DE21 6LN

Our Reference 206160

Dear Theresa Hartwright

Monitoring for provision judged as good

An Ofsted inspector, Diane Stone, monitored your provision on 23/06/2014 following your inspection where the provision was judged to be good.

Outcome of monitoring

As a result of our inspection on 20/05/2014, 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 requirement: Child Protection. The steps you were required to take were detailed in full in the notice sent to you on 12 June 2014.

During the monitoring visit on 23 June 2014 the inspector observed interaction between staff and children and discussed with you the steps you have taken to address the actions raised in the notice to improve. The inspector held discussions with you and members of staff. She looked at documentation relating to recruitment, on-going staff suitability, training and development.

The inspector found that you are working with the Local Authority to address the actions raised at inspection. Safeguarding training for the whole staff team has been arranged. You have been working with the staff team to develop their knowledge and understanding of safeguarding by questioning them about the signs and symptoms of abuse and how they would deal with concerns that came to their attention. As a result the staff's knowledge has increased and the training will further strengthen staff's knowledge and understanding of safeguarding and their roles and responsibilities.

Procedures for the recruitment of new staff have been introduced. You have devised a booklet which includes a job description, asks for details of an applicant's qualifications, experience and skills. You have devised a series of questions that can be used to help determine the suitability of someone wishing to work with children. The new procedure will assist in ensuring that suitability decisions are robust.

You are working hard to improve systems so that staff's professional development is given a high priority and that any training or development areas for the whole staff team and individual members of staff are carried forward and, that they are fully addressed. New documentation for recording discussions at appraisal and supervision meetings has very recently been introduced. As yet you have not had time to complete supervision meetings for all staff or to review how effective the new documentation is. You are aware of areas that need developing within the staff team and are looking at ways to promote staff knowledge through external training courses and through internal training and mentoring.

A risk assessment procedure is in place which helps you to consider areas of the provision where risk to children's wellbeing and safety may be high, for example the outside area. Staff use this procedure to do a daily check of the areas that children have access to and ensure any risks have been minimised. As a result children's safety is prioritised and they are cared for in a safe environment.

You have completed observations of some members of the staff team when they are working directly with children. The observations consider how well members of staff teach children; how they engage children in discussions and conversations and what the learning intention of the activity is. You have not observed all members of staff and as yet you have not spoken to individual staff with regard to your assessment of their areas of strength and further development. As a result you have not fully identified how you can improve the quality of teaching across the whole team and some staff do not appropriately support and challenge children in their learning. This area will need further development to ensure that outcomes for children are good.

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
improve the programme of professional development to provide appropriate training and address weaknesses in practice.	20/06/2014	
ensure that all staff understand their safeguarding policy and procedures and have an up-to-date knowledge of safeguarding issues (Child protection 3.6)	20/06/2014	23/06/2014
implement effective procedures to identify and manage risk and ensure that the environment is safe	20/06/2014	23/06/2014
implement suitable procedures for the recruitment of staff to ensure they have the ability to carry out their role	20/06/2014	23/06/2014
develop and implement teaching methods which enable all staff to appropriately support and encourage children's learning as they play	20/06/2014	