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Small Talk Nurseries Ltd.
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Our Reference EY390736

Dear Small Talk Nurseries Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Kamaljit Kaur Jandu, monitored your provision on 23/06/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 23/04/2014, 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: ensure that systems for verifying staff suitability with regard to the vetting processes are effective and that records include details of the level of check and who obtained it.

We also sent you a notice of action to improve which required you to: improve the arrangements for staff supervision to provide support, coaching and training and foster a culture of mutual support, teamwork, encouraging the confidential discussion of, and appropriate response to, sensitive issues; develop staff skills and practice to ensure children are offered quality learning experiences that promotes their progress towards the early learning goals; ensure that the deployment of staff is effective in establishing sufficient supervision of children particularly during staff breaks; appoint a named practitioner responsible for behaviour management who is suitably qualified and trained to advise other staff on behaviour issues and seek expert advice if necessary; maintain fire detection equipment in full working order at all times, including the smoke detectors and ensure that risk assessments identify all aspects of the environment that need to be checked on a regular basis and include reference to when and by whom they have been checked and the risk removed or minimised, with particular reference to the smoke detectors.

The additional action that you were required to take to improve related to the

learning and development aspects of care for children. We asked you to: conduct the progress check at age two in order to clearly identify a child's strengths and any areas where a child's progress may be less than expected

A monitoring visit took place on 23 June 2014. The provider has ensured that systems for verifying staff suitability with regard to the vetting processes are effective. All staff are undergoing new checks and those whose suitability is being assessed are not left alone with children.

A new manager has been employed and the provider is working closely with her to formulate an action plan in order to improve practice. Arrangements for staff supervision are being organised and all staff will receive regular supervision in order to provide support, coaching and training and to develop staff skills. Team building activities are organised to encourage cohesion amongst the adults working at the setting and foster a culture of mutual support and teamwork. This will help to ensure children are offered quality learning experiences that promote their progress towards the early learning goals.

Staff deployment during break times is now more effective in ensuring that children are effectively supervised. A named practitioner responsible for behaviour management who is suitably qualified and trained to advise other staff on behaviour issues has been appointed. Fire detection equipment, including smoke alarms, is now maintained in full working order, and systems are in place to regularly check these. Risk assessments are being improved to identify all aspects of the environment that need to be checked on a regular basis. This improves children's safety.

The new manager is working with staff to improve their knowledge regarding the progress check at age two and these are being carried out in order to clearly identify a child's strengths and any areas where a child's progress may be less than expected. This helps improve outcomes for children.

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 further monitoring.

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 a risk assessment of the premises and equipment is conducted and that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register).	18/06/2014	21/07/2014
improve the arrangements for staff supervision to provide support, coaching and training, and foster a culture of mutual support, teamwork, encouraging the confidential discussion of, and appropriate response to, sensitive issues	18/06/2014	21/07/2014
provide effective systems to ensure that managers, staff and an any person in regular contact with children is suitable to work with children, which must include obtaining and enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)	18/06/2014	21/07/2014
provide effective systems to ensure that managers, staff and an any person in regular contact with children is suitable to work with children, which must include obtaining and enhanced Disclosure and Barring Service check(voluntary part of the Childcare Register)	18/06/2014	21/07/2014
develop staff skills and practice to ensure children are offered quality learning experiences that promotes their progress towards the early learning goals	18/06/2014	21/07/2014
conduct the progress check at age two in order to clearly identify a child's strengths and any areas where a child's progress may be less than expected	18/06/2014	21/07/2014
ensure that the deployment of staff is effective in establishing sufficient supervision of children, particularly during staff breaks	18/06/2014	21/07/2014
maintain fire-detection equipment in full	18/06/2014	21/07/2014

working order at all times, including the smoke detectors

appoint a named practitioner responsible for behaviour management, who is suitably qualified and trained to advise other staff on behaviour issues, and seek expert advice if necessary.	18/06/2014	21/07/2014
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ensure that a risk assessment of the premises and equipment is conducted and that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register).	18/06/2014	21/07/2014
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ensure that risk assessments identify all aspects of the environment that need to be checked on a regular basis and include reference to when and by whom they have been checked and the risk removed or minimised, with particular reference to the smoke detectors	18/06/2014	21/07/2014
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WRN: ensure that systems for verifying staff suitability with regard to the vetting processes are effective and that records include details of the level of check and who obtained it	18/06/2014	21/07/2014
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