

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](mailto:enquiries@ofsted.gov.uk)  
**Web:** [www.ofsted.gov.uk](http://www.ofsted.gov.uk)



Seahorses Day Nursery  
Winterleys House  
Albert Road  
London  
NW6 5DR

Our Reference EY465629

Dear Adeola Oluwatosin Amuludun

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

An Ofsted inspector, Siobhan O'Callaghan, monitored your provision on 16/07/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 25/03/2014, 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: Child Protection; Safeguarding Policy; Suitable People; Managing Behaviour and Risk Assessment. The steps that you were required to take were detailed in full in the notice sent to you on 20 May 2014. You were also issued with a number of notices to improve around the following requirements: Staff qualifications, training, support and skills; Key Person; Accident and Injury; and the Learning and Development Requirements of the Early Years Foundation Stage, this notice was also issued on 20 May 2014. A previous monitoring visit on the 19 June 2014, found that you had taken some action to address welfare requirements and notices to improve, however, you were judged overall as not taking prompt and effective action to comply with all requirements.

During the monitoring visit of 16 July 2014 the inspector discussed with you the steps you have taken to address and maintain compliance with previous welfare requirements notices and notices to improve. It was observed during the visit that you continue to meet suitability requirements to ensure that all staff working with children have appropriate Disclosure and Barring Service checks. You also continue to meet the requirement to have a suitably qualified deputy manager in place and you have ensured that the deployment of senior staff is effective in that a manager

or deputy is always present at the beginning and end of each day. It was observed that you now have a Level 3 qualified staff member working directly with the babies, so therefore, you are meeting this requirement.

Observations of your policies and procedures demonstrate that you continue to maintain a written safeguarding procedure which is shared with all staff and parents. Discussions with the staff team demonstrate that they have an improved knowledge and understanding of the safeguarding policy and procedures with regards to monitoring children's welfare. They were able to discuss the possible signs and symptoms of abuse and were secure in which outside professionals they should be contacting to share safeguarding concerns with. Staff were aware that the safeguarding policy included a procedure to follow should allegations of abuse be made against themselves or a colleague. It was also observed that they are now clear of who the nominated safeguarding person is within the nursery. This means that staff are able to refer any concerns in a timely manner.

The inspector observed that risk assessment procedures that were previously noted as being acceptable in managing risks to children were now ineffective. During the visit the inspector observed many risks to children in the outdoor play area. The inspector observed that a broken door on the storage unit in the garden was left propped up against the shed. The door was made of heavy plastic and had sharp edges, this could have fallen onto children or they could have cut themselves on the split edges. This was not removed or made safe. In addition to this the inspector observed many small stones and a steel screw and bolt that were found on the ground. The garden is used by the babies and they tend to explore by putting things into their mouths. These small items pose as a choking hazard. In addition to this it was observed that very young children were using a new piece of equipment which comprises of a ladder, a play house and a slide. Although children enjoy this resource, staff have not assessed the potential risks of children falling from this equipment. If children were to fall, there are no mats or safety surface below to soften their fall. Therefore, overall, the current risk assessments were not effective in safeguarding children. Due to these significant concerns a further Welfare Requirements notice was issued as follows:

ensure that there is a clear and well-understood policy, and procedure, for assessing any risks to children's safety, risk assessments should identify aspects of the environment that need to be checked on a regular basis, when and by whom those aspects will be checked, and how the risk will be removed or minimised.

Observations of staff interaction with children demonstrate that overall children are happy and settled in the provision. Older children enjoy a variety of learning experiences as staff teach them counting skills and how to recite and remember the different days of the week. Younger children/babies have their own small designated

play area where they are able to explore age appropriate resources. However, mobile babies do get bored and clearly want to join their older peers on the other side of room. Discussions were held with staff about the importance of challenge for these more active babies. Behaviour management strategies with children were observed to have improved. Staff spend more time talking to children about their behaviour and why it is important to behave in certain way. For example, they explain the importance of being able to sit and listen, rather than just instructing them to listen. The inspector observed children receiving positive praise for their behaviour; this is well received and results in children on the whole behaving in cooperative ways. Discussions with you demonstrate that you have been working with staff on promoting positive and consistent behaviour strategies with children. You also say that further training in this area is being scheduled for August; therefore improvement in this area has been positive.

During the visit you're key person system and the planning and assessment procedures you follow were discussed with you. The inspector selected a random sample of children's learning portfolios to see how staff are tracking children's progress and supporting their learning. It was observed that positive progress has been made to develop these systems for some of the children present. However, this is not consistent. Some children's folders are very poor with very limited information about their starting points. Discussions with you demonstrate that you are aware of these weaknesses and you say that you are addressing them with staff. However, it is unacceptable that some children who have specified targets that have been set by outside professionals have not had this information considered as part of their plan for learning. Discussions with these children's key person demonstrate that they are unaware that the children have outside support in place. These children need additional support in helping them to reach their individual milestones and you have not shared this with key staff caring for them. This poor practice means that some children are not receiving the intervention they need to support their progression. This was discussed with you and a further notice to improve was issued as follows:

ensure that effective procedures are in place to support children with special educational needs or disabilities. This should cover how the individual needs of all children will be met and how reasonable adjustments will be made for them.

It was observed that you continue to maintain appropriate first-aid resources in the baby room. This helps to ensure that all items are easily accessible in an emergency situation. During the visit the inspector spoke with the nursery chef and discussed how he meets the different dietary needs of the children present. He was able to demonstrate that he has attended food hygiene training in 2010. Discussions with you demonstrate that he has attended an updated course although you were unable to locate this certificate. It was discussed with you that this would be checked at your 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
ensure all staff understand the setting's safeguarding policy and procedures, have an up to date knowledge of safeguarding issues, can identify and understand the signs and symptoms of potential abuse and neglect, and are able to respond in a timely and appropriate way to such issues	10/06/2014	16/07/2014
implement the statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register)	27/05/2014	16/07/2014
implement the statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register)	27/05/2014	16/07/2014
ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)	27/05/2014	16/07/2014
ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)	27/05/2014	16/07/2014
ensure the safeguarding policy and procedures are in line with the guidance from the relevant Local Safeguarding Children Board (LSCB), and includes an explanation of the action to be taken in the event of an allegation being made against a member of staff	27/05/2014	16/07/2014
ensure an effective behaviour management policy and procedures are implemented within the setting and that staff are consistent in their application of these	10/06/2014	16/07/2014

ensure that effective procedures are in place to support children with special educational needs or disabilities. This should cover how the individual needs of all children will be met and how reasonable adjustments will be made for them. 28/07/2014

undertake a risk assessment of the premises and equipment immediately to ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register) 28/07/2014

undertake a risk assessment of the premises and equipment immediately to ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register) 28/07/2014