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The Early Years Nursery
Plaistow Park
Greengate Street
London
E13 0AS

Our Reference EY273240

Dear The Foundations for Learning Partnership Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Siobhan O'Callaghan, monitored your provision on 24/07/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 26/02/2014, 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 Safeguarding and Welfare Requirements: Suitable people. The steps that you were required to take were detailed in full in the notice sent to you on 23 April 2014. You were also issued with a number of notices to improve around the following requirements: Safeguarding practice, Staff supervision, Key person, Training support and skills, Risk assessment, General information and records, and also notices to improve to meet the Learning and Development Requirements of the Early Years Foundation Stage, this notice was issued on 30 April 2014. Previous monitoring visits on the 15 May & 20 June 2014, found that you had taken some action to address the welfare requirements notice and the notices to improve, however, you were judged overall as not taking prompt and effective action to comply with all requirements.

During the monitoring visit on 24 July 2014 the inspector discussed with you the steps you have taken to meet compliance with the Welfare Requirements notice and the notices to improve. It was observed that you are now implementing a more robust approach to your vetting and recruitment of all permanent staff working in the setting. You were able to share all documents with regards to the assessment of staff's suitability. This included ensuring that Disclosure and Barring Service checks are in place and references are followed through for all staff. The inspector discussed

with you that the same robust approach for checking the suitability of casual staff must also be implemented. Following the monitoring visit you provided this additional information for casual staff and therefore, this is no longer an action point. However, this will be re-visited at your next inspection.

The inspector found that staff continue to be confident in sharing their knowledge and understanding of safeguarding policies and procedures. They were able to discuss the possible signs and symptoms of abuse and how they would monitor concerns. They were also now aware of who the nominated safeguarding person is within the nursery and who they would go to if this person were not present. Therefore, systems to refer safeguarding concerns are now more vigorous.

Procedures for monitoring risks in the environment have continued to improve. Discussions with staff demonstrate that they have a sound knowledge and understanding that they are responsible for continually monitoring potential risks to children. In addition to this you demonstrate that all senior staff have now attended training to support them in promoting safe environments for children. The inspector observed all of the areas that are accessed by the children and these were seen to be safe and secure. As a result children's safety is now given due consideration.

The inspector observed that progress continues to be maintained around the development of the key person system. Observations of children throughout the nursery demonstrate that they have developed positive relationships with the adults caring for them. Staff were confident to talk about their key children's progress and where they need to be supported to develop new skills. Planning and assessment systems across the nursery are now more consistent. For example, staff working in the baby room were able to share their newly developed records which they use to gather the individual starting points for all babies. This supports a more consistent approach to meeting their individual care needs.

Children were observed to be confident in managing their own personal care. Older children enjoy the responsibility of serving their own food and helping themselves to drinks. Discussions with you demonstrate that you are intending to improve this further by purchasing small serving dishes so that children's independence can be extended. The inspector observed that lunch time routines are a social occasion where staff are developing their confidence in using this time to extend children's communication skills. Therefore, the daily routines are beginning to support the development of not only children's independence but supporting important aspects of their overall learning.

During the visit the inspector observed that staff were well deployed to support the children's individual needs. Babies were content in their designated room where they had opportunities to engage in developmentally appropriate activities to support their

learning. Discussions with staff demonstrate that they have been offering lots of water play due to the hot weather. Toddlers were observed to enjoy the many experiences available to them in both their indoor and outdoor environments. They were observed to persevere and concentrate well in activities of their choice. Pre-school children were observed to be confident in their interactions with staff and with each other. They clearly enjoy the freedom of using their indoor and outdoor environments which are always accessible to them. Therefore, progress in supporting children's care and overall learning in the nursery has continued to improve.

You have welcomed support from your local authority. It is evident that you have continued to put staff on further training courses to support their professional development. As a result steady progress is being made to bring about improvements to the quality of provision offered to 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 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
review recruitment procedures to ensure that appropriate checks are made to ensure the suitability and integrity of staff, this includes references, Disclosure and Barring Service reference number, the date the disclosure was obtained and the details of who obtained it	25/04/2014	24/07/2014
ensure that all children make good progress from their starting points by planning and monitoring systems to ensure consistency; plan and provide a varied range of activities for children to develop their skills in technology; and improve planning for large group story times to ensure that all children are engaged in the story	25/04/2014	24/07/2014
review the key-person system to ensure that children's emotional and developmental needs are met, including the accurate planning of activities and assessment of all children's development, particularly those children who are learning English as an additional language and babies	25/04/2014	24/07/2014
maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (compulsory part of the Childcare Register)	25/04/2014	24/07/2014
maintain effective systems to ensure any person caring for, or in regular contact with, children is suitable to work with children, which must include an enhanced Disclosure and Barring Service check and is of integrity and good character (voluntary part of the Childcare Register)	25/04/2014	24/07/2014