

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)



Orchard Nursery  
Orchard Nursery School,  
Ketteringham Hall  
Church Road, Ketteringham  
WYMONDHAM  
Norfolk  
NR18 9RS

Our Reference EY399869

Dear Hall Farm Nursery School Ltd

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

An Ofsted inspector, Jacqueline Mason, monitored your provision on 05/08/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 16/05/2014, we sent you a notice to improve. 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.

During the monitoring visit, the inspector discussed with the nursery manager and the deputy manager the steps you have taken to address the actions raised in the notice to improve. She observed interaction between staff and children throughout the nursery. The inspector also spoke to a representative from the local authority. She looked at written policies for safeguarding and behaviour management. The inspector looked at your action plan for improvement.

The inspector found that you have developed a comprehensive action plan to address the issues raised at your last inspection and have introduced systems to evaluate the quality of practice and the impact this has on children. You have a programme of peer observation and also regular classroom observations. This has supported you to accurately identify how to address the areas for improvement highlighted at your last inspection and to plan for ongoing improvement.

You have welcomed support from your local authority. You have sent a number of staff on training courses to improve their skills in specific areas, including behaviour management. Staff have fed back what they have learned. This ensures that all staff know and understand about accepted methods for managing unwanted behaviour. The manager has also attended this training to enable her to influence and support

staff in relation to children's behaviour. You now ensure a consistent approach to behaviour management and this is monitored by the manager and the deputy manager, to ensure that it is embedded into daily practice. The inspector observed staff working with the children and found that interactions between children and staff are good. As a result, children engage well in their learning and everyday routines.

You have made changes to your safeguarding policy, so that any allegations made against a member of staff are managed appropriately. You are now aware of the need to notify agencies with statutory responsibilities of all allegations against members of staff, without delay. You have amended the safeguarding policy, to include cross-referencing to the whistle-blowing policy. You have also added information about what constitutes inappropriate behaviour for staff, including inappropriate levels and tones of voice. A safeguarding handbook is issued to all new staff at induction and the manager goes through this with the staff, to ensure that they understand it. This includes where to find flowcharts and who is the designated person for safeguarding. The safeguarding handbook also includes information on staff behaviour, social networking agreements, types of abuse, whistle-blowing and allegations of abuse against staff. All staff attend safeguarding training. The manager and deputy manager have also attended senior lead practitioner training. This ensures that all staff know how to recognise a child-protection concern and know what to do in order to safeguard 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
implement the safeguarding policy so that any allegations made against a member of staff are managed appropriately and notify agencies with statutory responsibilities of allegations against members of staff, without delay	16/05/2014	05/08/2014
ensure a consistent approach to behaviour management is implemented and monitored by leaders and managers.	16/05/2014	05/08/2014
ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)	16/05/2014	05/08/2014
keep and implement a written 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).	16/05/2014	05/08/2014