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Little Dreams (ex Little Angels)
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Our Reference EY233858

Dear Little Dreams Day Nursery Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Julie Whitelaw, monitored your provision on 04/08/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 13/05/2014, 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.

The welfare requirements notice required you to comply with the Statutory Framework for the Early Years Foundation Stage under the following requirements: Key Persons; Staff to child ratios; Staff qualifications, training, support and skills. The steps you were required to take were detailed in full in the notice sent to you on 19 June 2014. You were also sent a notice to improve with actions relating to the following requirements: Staff qualifications, training support and skills; Child Protection; Learning and Development; Risk assessment and Premises.

During the monitoring visit on 4 August 2014, the inspector discussed with you the steps you had taken to address the actions raised in the notices. She observed the interaction between the staff and children. The inspector spoke to you, the manager, a member of staff and a representative from the local authority. She looked at staff records with regard to qualifications and appraisals. She also checked risk assessments and planning and assessment records.

The inspector found that you have appointed a new manager. She has attained Qualified Teacher Status and you said she has had experience of working with young children. She has only been in post for three weeks. During the visit the inspector found that some areas of her knowledge of the statutory requirements were weak, discussions with the manager will therefore be followed up during your next monitoring visit.

Each child is now assigned a key person. Parents have been informed of who their child's key person is and a list is displayed in the setting for each age group. Staff reported that they have informed parents of their role and are obtaining information from parents to enable them to meet the individual needs of each child, such as information about their likes and interests. Information about topics covered and general ideas about how parents can support children's learning is shared in newsletters. However, parents are not effectively informed or involved in their child's individual learning and development. This hinders the progress children make.

On the day of the visit the inspector found that the staffing arrangements met the minimum requirements and were sufficient to ensure children were safe and their care needs were met. You said that you will no longer care for children if you do not have sufficient staff to meet the minimum requirements. You have appointed two deputy managers who you have assessed to be capable and qualified to take charge in the manager's absence.

The manager has started to appraise staff and areas for further training have been identified. However, training has not yet been organised and appraisals are not in place for all staff. Therefore the professional development of staff is not being effectively addressed, which impacts on the children's care, learning and development and staff's ability to drive improvement.

You were asked to ensure that the lead practitioner responsible for safeguarding has attended an appropriate child protection training course. You have arranged for the manager to attend the training but this is not until 4 December 2014. You said you have organised for all staff to complete on-line safeguarding training, but this has not yet been completed. When the inspector questioned the manager about the safeguarding policy and procedure she was unable to demonstrate she had a clear understanding of the procedure to be followed, for example, if an allegation of abuse was made against a member of staff. Since the inspection you have not taken prompt action to meet this requirement. This potentially puts children at risk of harm.

The inspector discussed with you how you will ensure older children are suitably challenged and stimulated through well-planned activities preparing them for the move to school. You explained that you have recently introduced a new online system to record your observations of what children can do and assess what stage they are at. You said that parents can access this information online and can share what they know about their child. However, this is not yet fully implemented for all children and parents are yet to access the information. Currently staff do not have a clear overview of what stage children are at in all areas of learning. There is no evidence that assessment has been informed by observation. The inspector was

shown written planning, however this was a list of activities. It did not detail what the learning intention was for the activity and planning was not individual to the child. Therefore observation, assessment and planning is not effective to ensure children make progress in their learning.

You were also unable to show how you review the progress of children aged two to three years or how you provide parents with a short summary of their child's development in the prime areas. This means that areas where the child's progress is less than expected may not be identified and the support a child may require may not be sought.

Since the inspection you have replaced the window blinds. This was after it was pointed out at the inspection that the cords posed a risk to children's safety. The new blinds do not have cords and therefore the risk to children has been removed. You do have risk assessments in place and said you have reviewed these, however this has not yet been updated with the changes that you have made to ensure that all staff are fully informed. Currently you have ten children on roll. All the children are cared for on the ground floor. It was observed that there was adequate space for children to sleep, relax and play. However, the inspector observed that young children were sleeping directly on plastic mattresses on the floor and two of the children had their heads on cushions that were for general use in the room. This compromises children's health. This is because children who are sleeping directly on plastic mattresses in hot weather will become hot and sweaty, which in turn may cause them to overheat. In addition you are not preventing the risk of cross infection by allowing children to share cushions.

Since the inspection you have received support from the local authority to meet the requirements. However, your leadership and management of the setting is not sufficiently effective to drive prompt improvement. Several requirements are not being met and priority is not given to ensure that staff understand and can implement the learning and development requirements. This compromises children's welfare and hinders the progress children make in their learning and development.

Following this visit we will issue a welfare requirement notice asking you to:

train all staff to understand their safeguarding policy and procedure, and ensure that all staff have up to date knowledge of safeguarding issues (Child Protection).

With regard to additional requirements that it was found you were not meeting, a further notice to improve will be issued asking you to:

make sure children's good health is promoted. This is with particular regard to ensuring that the pillow a child sleeps on is clean and individual to that child and that

children are not sleeping directly on plastic mattresses (Health);

observe children to understand their level of achievement, interests and learning styles and then shape learning experiences for each child reflecting those observations and observations that parents and carers share (Learning and Development - Assessment);

ensure that when a child is aged between two and three that practitioners review their progress and provide parents and/or carers with a short summary of their child's development in the prime areas (Learning and Development - Assessment).

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 each child is assigned a key person and you inform parents and/or carers of the name of the key person, and explain their role, when a child starts attending the setting. Ensure the key person tailors the care to meet the individual needs of the child.	26/06/2014	04/08/2014
ensure staffing arrangements meet the needs of all children and ensure their safety at all times, with particular regard to maintaining the required staff to child ratios throughout the day and deploying staff effectively.	26/06/2014	04/08/2014
ensure there is a named deputy who is capable and qualified to take charge in the manager's absence.	26/06/2014	04/08/2014
demonstrate that all managers' qualifications are relevant and appropriate for their role.	26/06/2014	04/08/2014
ensure that regular staff appraisals are carried out to identify any training needs, and secure opportunities for continued professional development for staff	13/07/2014	
ensure the lead practitioner responsible for safeguarding has attended an appropriate child protection training course, taking account of any advice from the Local Safeguarding Children Board or local authority on appropriate training courses	13/07/2014	
ensure older children are suitably challenged and stimulated through well-planned activities preparing them for the move to school	13/07/2014	
ensure the risk assessment covers all aspects of the environment that children come into contact with; with particular regard to blind cords	13/06/2014	04/09/2014

ensure space is utilised appropriately to meet the needs of the children who wish to relax, play quietly or sleep	13/07/2014	04/08/2014
demonstrate how the key person helps ensure that every child's learning and care is tailored to meet their individual needs and the key person seeks to engage and support parents and/or carers in guiding their child's development at home.	20/06/2014	
undertake a risk assessment of the premises and equipment at least once in each calendar year, and immediately, where the need for an assessment arises, and ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register)	13/06/2014	04/08/2014
undertake a risk assessment of the premises and equipment at least once in each calendar year, and immediately, where the need for an assessment arises, and ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register).	13/06/2014	04/08/2014
ensure that the manager has a qualification at a minimum of level 3 in a relevant area of work	13/06/2014	04/08/2014
make sure children's good health is promoted. This is with particular regard to ensuring that the pillow a child sleeps on is clean and individual to that child and that children are not sleeping directly on plastic mattresses	11/08/2014	
observe children to understand their level of achievement, interests and learning styles and then shape learning experiences for each child reflecting those observations and observations that parents and carers share	09/09/2014	
ensure that when a child is aged between two and three that practitioners review	09/09/2014	

their progress and provide parents and/or carers with a short summary of their child's development in the prime areas

train all staff to understand their safeguarding policy and procedure, and ensure that all staff have up to date knowledge of safeguarding issues 05/09/2014