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Our Reference 322394

Dear Susan Herrity

Monitoring for provision judged as inadequate

An Ofsted inspector, Frank Kelly, monitored your provision on 22/08/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 28/05/2014, 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 you the steps you have taken to address the actions raised in the notice to improve. The inspector discussed with you your action plans and quality improvement plans and undertook a tour of the premises. He noted the numbers of staff and children present during the visit and viewed the records of attendance of staff and children. The inspector viewed the records for Disclosure and Barring Service checks held for all adults who have contact with the children. He also checked the records relating to the recruitment and induction of recently appointed staff. He discussed arrangements for supervising and coaching staff, viewed records of meetings and individual training plans.

The inspector discussed with you and the staff the steps taken to update their understanding of the safeguarding procedures. The inspector took time to talk to staff and observe their interactions with the children, during their play. He viewed children's learning records, activity planning and the revised procedures for supporting children who speak English as an additional language. He also discussed with you your arrangements for engaging parents when children first start and for working in partnerships with other services and professionals, such as schools.

The inspector was unable to speak with a representative from the local authority during the visit. However, he found that with the support of the local authority you

have taken sufficiently robust action to address the issues raised at the last inspection. The inspector found that you had taken immediate action following your inspection with respect to the organisation and deployment of staff. You explained that you had increased your presence so you are now in the nursery every day and that you have recruited additional staff to ensure that the qualification and adult to child ratios meet regulatory requirements. In addition, you ensure an additional member of staff is present each day to provide cover for staff lunch breaks and in the afternoon. You explained that this is to allow staff to have non-contact time away from the children. This allows staff opportunities to complete children's learning records and plan for future activities. Appropriate attendance records of the staff and children are maintained, which evidences your compliance with the requirements of the Early Years Foundation Stage. As a result, you demonstrate that children's safety is improved. The organisation and deployment of staff means children now benefit from regular support and attention from familiar adults who are suitably qualified and experienced.

The inspector discussed with you the steps you have taken to develop the procedures for recruitment, induction, supervision and coaching of staff. He viewed the records held of all staff including their name, address, contact details and the details of their Disclosure and Barring Service checks. He also viewed the records of recruitment which included application forms, references and copies of qualifications. The inspector also noted that the majority of the staff team have completed up-to-date training for first aid. As a result, you are now able to evidence more robustly the steps taken to assess if the adults caring for the children have the integrity, qualifications and experience appropriate to their roles.

An induction procedure is now in place and you discussed with the inspector how you have recently revisited the safeguarding procedures with all staff. You explained that you have arranged for safeguarding training for the whole staff team to take place in the near future. Consequently, you demonstrate that the arrangements in place are supporting staff to gain a sound understanding of the safeguarding policies and the procedures to follow should they need to report a concern about a child's safety or well-being. Supervision and monitoring of staff performance is being improved with staff now receiving formal supervision on an ongoing basis. It is acknowledged that this is still in its infancy but the records you shared and the discussions held between staff and the inspector demonstrate that specific training plans have been created. Consequently, there is now a more robust method for setting clear objectives for staff performance and identifying training needs.

The inspector discussed with you the steps taken to improve the quality of teaching and the ways staff plan for and support children's learning. You discussed the development of partnerships with parents and other services, such as schools to support children as they prepare for the start of their formal education. You have

spoken with parents of children who speak English as an additional language to seek key words in the children's home language, so that these can be used as part of the daily routines. This helps children to feel secure and allows staff to introduce English words in ways that are meaningful to the children. The inspector viewed a sample of children's learning records, including the revised initial information forms shared with parents. You explained that these allow staff to identify more accurately what children can do when they first start at nursery. In addition, you now monitor to ensure that children's learning records include regular observations and assessments. Some of these are shared with parents so that they can be regularly updated and more involved with supporting their children's learning at home. Staff discussed with the inspector how they plan activities regularly and include specific aims for each child. This includes the planning of the adult's role and how they can support children's language for thinking and talking during their play. The inspector observed this to be implemented in practice during the visit. As a result, you have begun to establish secure systems for ensuring any gaps identified in children's learning are addressed and activities to promote children's development are more effectively planned for. Staff are developing their skills and are beginning to reflect on their own practice to support and enhance the quality of teaching and learning for children as they play.

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
ensure that gaps identified in children's learning are addressed by; gathering information from parents about what their children can already do on entry and planning appropriate next steps so that they are supported in making the best possible progress in all seven areas of the curriculum	31/07/2014	22/08/2014
establish effective methods of supervising and coaching staff to ensure they can appropriately meet the needs of all children; specifically address the quality of teaching during child-led activities, the language staff use and their understanding of how to support children's emotional needs	31/07/2014	22/08/2014
ensure that the adult to child ratio requirements are met at all times	30/06/2014	22/08/2014
ensure that at least one member of staff with an appropriate level 3 qualification is on duty at all times and that staff are deployed effectively to meet legal requirements	30/06/2014	22/08/2014
provide opportunities for children who have English as an additional language to develop and use their home language in play and learning to further support their developing speech and unique culture	31/07/2014	22/08/2014
establish links with the other settings children attend so that information about children can be shared in order to provide a coordinated approach to their learning and development	31/07/2014	22/08/2014
ensure that the name, address and telephone number for each person working in the nursery is documented and accessible at all times	30/06/2014	22/08/2014
ensure that staff complete a thorough	30/06/2014	22/08/2014

induction process that includes checking they fully understand the safeguarding policy and procedures.