

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
Web: www.ofsted.gov.uk



The Grange Nursery
The Grange
Doctors Lane
Castleford
West Yorkshire
WF10 2HJ

Our Reference EY336986

Dear Annette Marie Jabin

Monitoring for provision judged as inadequate

An Ofsted inspector, Lindsay Dobson, monitored your provision on 27/08/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 23/06/2014, 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. She observed staff's practice and children playing in the indoor playrooms and had a discussion with the nursery manager. The inspector also spoke to staff and took account of the views of parents. She met with a representative from the local authority, who came to the nursery to support you and discuss the improvements you have made. The inspector also looked at your action plan, which you have used to ensure the required changes are effectively implemented. The inspector looked at documentation to evidence staff suitability, such as employment references. She talked to you and the staff and looked at documentation with regard to staff's safeguarding knowledge and children's safety. Records to show the processes in place to monitor and improve the provision through staff supervision and appraisal were discussed and reviewed. The inspector also talked to you about the systems you use to gather information from parents about children's stage of development when they first start at the nursery.

The inspector found that you have developed an action plan to address the issues raised at your last inspection and welcomed the support of the local authority early years consultant. This has enabled you to effectively address the areas for improvement and plan for ongoing developments. You have developed staff's knowledge of safeguarding procedures. You held a full staff team safeguarding

training session. Training was provided by the local authority and effectively refreshed and updated staff's knowledge. As a result, staff are clear about the signs and symptoms of abuse and the procedures for recording and passing on any concerns. Additionally, staff are well informed about which external agencies and professionals to contact for advice and support. Consequently, children are safeguarded and well-protected in the setting. You have developed the risk assessments for all areas of the nursery and quickly implemented required changes. As a result, there is no access for children to the nursery kitchen. Children are kept safe and any risks are effectively identified and minimised.

Systems to gather information from parents about their children at the start of the placement have been extended. Detailed information is gathered by staff through their conversations with parents during settling-in sessions. This enables staff to be fully informed about each child in a timely manner. Staff use the information they gather to plan for children's ongoing development. Therefore, staff are secure in the knowledge they have about individual children and their stage of development, enabling them to effectively meet children's needs.

You have implemented effective supervision and appraisal systems. Staff supervisions are held monthly and focus on improving staff's day to day skills. Supervisions also include peer observations, which focus on developing staff interactions with children. Local authority advisers have also supported this process by carrying out observations on staff. This promotes continual development in the quality of teaching and has a positive impact on children's learning. Additionally, you carry out staff appraisals every six months, the focus of which is continuous professional development. Further training needs are identified and planned for and specific targets are set for each staff member. As a result, staff are valued and supported to improve their skills, knowledge and abilities. This has had a positive impact on the children and the nursery.

Recruitment records have been reviewed and updated. You have in place the required information for each member of staff. As a result, you are clear about the suitability of staff to work with children. Staff files are available for inspection and provide evidence that all required checks have been undertaken and information is recorded, including written references from past employers.

You are continuing to review and update your self-evaluation document for the nursery, further highlighting the areas you plan to develop. This is linked to the action plan you have worked through following the last inspection. You have shared valuable information with parents following the inspection and you continue to do so as further changes are made to staff practice and the organisation of the nursery. Parents comment positively about the action you have taken and the information you have shared with them.

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
provide support, advice and guidance to all staff in order for them to understand how to protect children from harm and where to obtain advice and support from external professionals	30/06/2014	27/08/2014
identify and minimise risks effectively in order to keep children safe from harm, with specific regard to prohibiting children from accessing the kitchen	30/06/2014	27/08/2014
obtain information in a timely fashion from parents of babies in order to gather their starting points on entry and use this information to plan activities to support children's next steps, to progress their learning	14/07/2014	27/08/2014
conduct regular supervisions with all staff in order to discuss children's progress and to improve staff's personal effectiveness by setting appropriate targets for improvement	14/07/2014	27/08/2014
conduct staff appraisals to identify staff's training needs and support their professional development	14/07/2014	27/08/2014
maintain recruitment records for all staff and ensure they are available to share with Ofsted, to ensure that children are safeguarded.	30/06/2014	27/08/2014
ensure that children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)	30/06/2014	27/08/2014
ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)	30/06/2014	27/08/2014
ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register)	30/06/2014	27/08/2014

ensure that all necessary measures are 30/06/2014 27/08/2014
taken to minimise any identified risks
(voluntary part of the Childcare Register).