

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



Acton Yochien
Queens Drive Pavillion
Queens Drive
London
W3 0HT

Our Reference EY303993

Dear Golders Hill School Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Jennifer Liverpool, monitored your provision on 10/09/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 14/05/2014, 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 spoke to you, the manager and individual members of staff. She also spoke to a member of the local authority development team on the telephone and viewed written feedback from their support visits to you. You are taking steps to implement the advice and support they are providing. The inspector viewed some documentation including training and qualification certificates, staff records, supervision notes and induction forms. She also looked at the setting's action plan.

The inspector found that you and the manager have attended training on inspections and the Early Years Foundation Stage. You demonstrate how you will help all staff including those whose English is their additional language to develop their understanding of Early Years Foundation Stage. For example, this has been recently translated into the staff's first language. Additionally, you have arranged to provide training for the staff team shortly, which focuses on the requirements of the Early Years Foundation Stage. This will help staff develop their understanding of the requirements to support their practice.

You and the manager have taken steps to develop your knowledge of recruitment and vetting procedures by attending a safer recruitment training course. You demonstrate understanding of the various checks to use to help determine the

suitability of staff to work with children. This includes obtaining references from staff's previous employers. You plan to monitor staff suitability more rigorously. For example, you have devised a recruitment checklist template, which is kept in each staff member's personal files. You also plan to develop a process for staff to complete a suitability declaration form. This will provide them with an opportunity to declare convictions or information about themselves that might put the safety of the children at risk. Staff have either completed Disclosure and Barring Service checks or their checks are currently in process and you are waiting for their return. Staffing is currently organised so that there are at least two members of staff with cleared suitability checks working in each room alongside unchecked staff. This helps to promote the welfare of the children.

You discussed staff deployment and how the manager decides which staff work in the rooms. When deciding on adult to child ratios and the deployment of staff, their qualification and experience is taken into account. This helps to support the care and learning and development experiences for children. The manager is now included in the adult to child ratios to increase the numbers of staff with childcare qualifications to look after the children. In addition, you are working towards ensuring at least half the staff hold an appropriate childcare qualification. This includes supporting staff to undertake external training to gain a recognised qualification. In addition, you are liaising with the National Academic Recognition Information Centre (UK NARIC) to gain a statement of comparability relating to staff with overseas qualifications.

Having considered all the evidence, the inspector is of the opinion that at this time you have taken prompt and effective action to address the points for improvement.

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 there are effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with children, which must include obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)	25/06/2014	
ensure there are effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with children, which must include obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)	25/06/2014	
ensure all adults who work with, or have regular contact with, children obtain an enhanced Disclosure and Barring Service check	25/06/2014	
implement robust recruitment systems to ensure children are safeguarded effectively, for example by obtaining references to demonstrate staff's experience and ability to carry out their role	25/06/2014	10/09/2014
ensure staffing arrangements enable suitably qualified staff to be deployed effectively to meet the children's needs at all times	14/05/2014	
ensure the management have a secure knowledge of the requirements for the Early Years Foundation Stage to implement these effectively to improve outcomes for all children	14/06/2014	