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Our Reference 138927

Monitoring for provision judged as inadequate

An Ofsted inspector, Gillian Karen Joseph, monitored your provision on 20/08/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 02/07/2014, 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: Managing Behaviour; Child Protection; and Staff qualifications, training, support and skills. The steps you were required to take were detailed in full in the notice sent to you on 25 July 2014.

During the monitoring visit of 20 August 2014 the inspector observed and discussed with you the steps you have taken to address the actions raised in the notice to improve and the action taken by you to comply with the welfare requirements notice. She also spoke with your local authority early years representative who was present for the initial part of the visit and spoke with your assistants and observed their interaction with the children. The inspector also spoke with some of the children. She checked the premises both indoors and outdoors and reviewed supporting documentation.

The inspector found that you had worked closely with your local authority early years representative to address the areas requiring improvement raised at your last inspection. You had also discussed the inspection outcome with parents as part of your self-evaluation and review of overall practice. You have identified a programme to maintain improvements and support on-going development.

The inspector observed that children's behaviour was effectively managed; staff gave children explanations about why they should share, and why they should not shout. They spoke to children calmly and respected their choices, for example one child wanted to tidy up before meal time and although the other children were preparing

for lunch by washing their hands she accepted that the child wanted to tidy his puzzle away first. The behaviour management strategies used are having a positive impact and help the children to learn to manage their own behaviour and to consider the feelings of others.

You have updated your policy and procedure with regards to mobile phones and the use of personal mobile phones is no longer permitted by staff or visitors. Children's safety and welfare is promoted because all those working with the children have a clear understanding of child protection and safeguarding procedures and were able to describe to the inspector the action that must be taken if they had concerns about the welfare of a child or concerns about anyone working with children.

The local authority early years representative explained that she has been working closely with you to review your own and your assistants' training and development needs. On-line Behaviour management refresher training has been completed by all staff and this has helped to heighten awareness of positive behaviour management practices, further training is also planned. Additionally you have revised and formalised supervision for your assistants to include observation and monitoring of practice. This is a recent introduction and it has started assist with the review of professional development of staff.

You have reviewed the planning of the education programme, learning journals are maintained for children and these set out what the children can do and their next steps. The inspector observed children playing and independently making choices about the activities they wished to participate in. A variety of well-maintained resources were readily available for children to choose from. The children were supported in their chosen activities by staff who engaged in conversation with them and who were on hand to offer help and encouragement where needed. Younger children practiced their writing skills through arts and crafts and general mark making. Older children confidently wrote their names. Lunch time was observed to be a social activity which fostered independence and where the children sat together and enjoyed a healthy meal. Awareness of children's interests and the good organisation of the activities created a secure environment where children were enabled to explore.

You have ensured that the premises, equipment and resources are clean and well organised, and that children have access adequate space both indoors and outdoors comprising of three indoor play rooms on the ground floor, a large garden and outdoor play room. All areas of the house are risk assessed at least monthly and remedial actions identified where required; this practice has helped you to maintain a child friendly environment. In addition children's safety is promoted through confidentiality procedures such as lockable storage for personal documentation and the introduction of the mobile phone policy.

Vetting to assess the suitability, skills, qualifications and experience of newly recruited staff was in process and you had followed the requirement to notify Ofsted of changes to people living or working on the premises. A new staff member explained that she had received an induction which included an opportunity to become familiar with key policies and procedures, learn about how the setting operates and about the individual needs of the children. Your recruitment procedures help to safeguard children.

Having considered all the evidence, the inspector is of the opinion that the childminder 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 childminding service. 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 educational programmes are based on playful interactions and are appropriate to the age and ability of individual children, particularly in relation to children learning to feed independently, having choices in their play, and learning letters and sounds	09/08/2014	05/08/2014
ensure confidential information and records about children and assistants are held securely and only accessible and available to those who have a right or professional need to see them	09/08/2014	05/08/2014
ensure indoor space requirements are met, the space is fit for purpose, and the premises and equipment are organised in a way that meets the needs of all the children	09/08/2014	05/08/2014
ensure that risk assessments cover and identify all aspects of the environment that need to be checked on a regular basis and that risks are removed or minimised.	09/08/2014	05/08/2014
promote the good health of children and prevent the spread of infection; with particular regard to nappy changing and handwashing procedures and ensuring towels and nappy changing mats are clean and hygienic	09/08/2014	05/08/2014
implement effective systems to ensure that any person caring for children has skills and experience suitable for the work (compulsory part of the Childcare Register)	09/08/2014	05/08/2014
implement effective systems to ensure that any person caring for children has skills and experience suitable for the work (voluntary part of the Childcare Register)	09/08/2014	05/08/2014
ensure the premises and equipment used	09/08/2014	05/08/2014

for the purposes of childcare are safe and suitable for that childcare (compulsory part of the Childcare Register)

ensure the premises and equipment used for the purposes of childcare are safe and suitable for that childcare (voluntary part of the Childcare Register)	09/08/2014	05/08/2014
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undertake a risk assessment of the premises and equipment to ensure that all necessary measures are taken to minimise and identify risks (compulsory part of the Childcare Register)	09/08/2014	05/08/2014
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undertake a risk assessment of the premises and equipment to ensure that all necessary measures are taken to minimise and identify risks (voluntary part of the Childcare Register)	09/08/2014	05/08/2014
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ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)	09/08/2014	05/08/2014
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ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register)	09/08/2014	05/08/2014
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inform Ofsted of changes of circumstances as soon as possible (no later than 14 days after the change occurs) (compulsory part of the Childcare Register)	09/08/2014	05/08/2014
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inform Ofsted of changes of circumstances as soon as possible (no later than 14 days after the change occurs) (voluntary part of the Childcare Register)	09/08/2014	05/08/2014
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inform Ofsted of any significant event which is likely to affect the suitability of any person caring for children on the premises (compulsory part of the Childcare Register)	09/08/2014	05/08/2014
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inform Ofsted of any significant event which is likely to affect the suitability of any person caring for children on the	09/08/2014	05/08/2014
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premises (voluntary part of the Childcare Register)

inform Ofsted of the name, date of birth, address and telephone number of any person aged 16 or over working with children (compulsory part of the Childcare Register)	09/08/2014	05/08/2014
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inform Ofsted of the name, date of birth, address and telephone number of any person aged 16 or over working with children (voluntary part of the Childcare Register).	09/08/2014	05/08/2014
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1. implement the behaviour management policy, advising assistants on appropriate behaviour management practices, and access expert advice where necessary; with particular regard to ensuring behaviour management strategies do not adversely affect children's well-being	06/08/2014	05/08/2014
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2. ensure the safeguarding policy and procedures cover the use of mobile phones and cameras in the setting	06/08/2014	05/08/2014
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3. train all assistants to understand the safeguarding policy and procedures and ensure that they have up to date knowledge of safeguarding issues	06/08/2014	05/08/2014
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4. put in place appropriate arrangements for the supervision of assistants to monitor their practice and to provide support, coaching and training in order to promote the interests of children	06/08/2014	05/08/2014
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