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Springwood Nursery & Link Club  
50 Chapel Road  
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Our Reference EY448400

Dear Springwood Nursery Limited

### **Monitoring for provision judged as inadequate**

An Ofsted inspector, Frank Kelly, monitored your provision on 15/09/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 23/05/2014, 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 viewed the records for Disclosure and Barring Service checks held for all adults who have contact with the children. The inspector 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 discussed your arrangements for engaging parents when children first start and took time to talk to staff and observe their interactions with the children during their play. He viewed the children's learning records and the activity plans completed by staff to support children's progress and next steps in their learning and development.

The inspector did not speak with a representative from the local authority during the visit. However, the inspector found that with the support of the local authority you have taken robust action to address the issues raised at the last inspection. You explained that you had increased your presence so you are now in the setting every day. You have taken responsibility for the day-to-day running of the setting. The action plans shared are well organised and demonstrate progress in all areas

highlighted for improvement. The inspector found that you had taken immediate and decisive action to ensure the suitability of all adults employed within the setting. He viewed the records to confirm that all adults have completed a Disclosure and Barring Service check. You explained to the inspector to further improve this you have implemented a programme of renewal and update for all staff. In addition, you have revised the recruitment and selection procedures to ensure that they follow recommended practice. You evidenced and confirmed new and returning staff's suitability through a secure interview process and the seeking of references and checking of qualifications and experience. The improved records now held for staff demonstrate that they have the relevant skills and character to care for and keep children safe. You were able to share with the inspector the records to demonstrate this regarding the most recently recruited staff. As a result, children's safety is improved and more assured.

The inspector discussed with you and the staff the steps taken to update their understanding of the safeguarding procedures. You shared with the inspector the revised and updated policies and explained that staff discussed the updates during a meeting in August and that further training was planned for the near future. The policies now reflect the requirements of the Local Safeguarding Children Board. Through discussion the staff demonstrated they have a secure understanding of how and who to report any concerns they may have about the welfare of a child. These procedures now include detailed steps to be taken in the event of an allegation being made.

The inspector also discussed with you the steps you have taken to develop the procedures for managing performance and supervision of staff. A programme of supervision and peer review has now been established from which you have begun to identify and provide relevant staff training events. Consequently, there is now a more robust method for setting clear objectives for staff performance and identifying training needs. The training and support implemented since the inspection is supporting staff to extend their knowledge and skills about how children learn. As a result, staff are responding with a more secure understanding of the characteristics of learning. The inspector observed children aged two years being allowed to explore the texture of paint in their own way. Staff used impromptu questioning to support the children's thinking for problem solving. For example, they model language for thinking by asking out loud 'how' and 'what' they might need, as a child built a tower with blocks. As a result, children are developing their concentration and thinking skills and enjoying being active learners.

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 the ways information is sought when children first start, to create a more accurate assessment of children's starting points.

The inspector viewed a sample of children's learning records. Staff explained to the inspector how they plan activities regularly and include specific aims for each child. 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.

The inspector found that daily routines have been reviewed, for example, children are now encouraged to dress and care for themselves. Equipment, including new cutlery and smaller serving spoons have been purchased to enhance the children's independence during meal times. Consequently, the outcomes for children are being improved.

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 the suitability of all childcare staff by carrying out effective checks at the start of their employment	30/06/2014	15/09/2014
ensure that staff whose suitability has not been checked, do not have unsupervised access to children at any time	30/06/2014	15/09/2014
ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the Childcare Register)	30/06/2014	15/09/2014
have effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with children and which must include obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)	30/06/2014	15/09/2014
ensure policies and procedures to safeguard children are fully implemented, in particular, that allegations against staff are managed appropriately	30/06/2014	15/09/2014
improve systems to manage performance of staff, including regular supervision, that has a clear focus on improving outcomes for children	30/06/2014	15/09/2014
improve teaching across the team so that all children are receiving good quality teaching and learning opportunities	30/06/2014	15/09/2014
enhance systems to collect sufficient information from parents to establish children's starting points	30/06/2014	15/09/2014
have effective systems to ensure that any person caring for, or in regular contact with, children is suitable to work with children and which must include obtaining an enhanced Disclosure and	30/06/2014	15/09/2014

Barring Service check (voluntary part of the Childcare Register)

ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register).	30/06/2014	15/09/2014
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improve the planning of activities to ensure they are consistently tailored to meet the needs and interests of all children	30/06/2014	15/09/2014
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improve the educational programme for personal, social and emotional development by promoting children's self-care and independence further through providing appropriate cutlery and utensils for them to use during meal times.	30/06/2014	15/09/2014
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