

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



Little Dreams (ex Little Angels)
55 Dudley Road
Feltham
Middlesex
TW14 8EJ

Our Reference EY233858

Dear Little Dreams Day Nursery Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Julie Whitelaw, 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 13/05/2014, 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: Key Persons; Staff to child ratios; Staff qualifications, training, support and skills. The steps you were required to take were detailed in full in the notice sent to you on 19 June 2014. You were also sent a notice to improve with actions relating to the following requirements: Staff qualifications, training support and skills; Child Protection; Learning and Development; Risk assessment and Premises.

A monitoring visit was carried out on 4 August 2014. It was found that you had taken some action to address welfare requirements notices and notices to improve, however, you were judged overall as not taking prompt and effective action to comply with all requirements. A welfare requirement notice was issued in relation to child protection and a notice to improve was issued in relation to children's health and learning and development.

We carried out a further monitoring visit on 15 September 2014. The inspector discussed with the manager the steps that had been taken to address the actions raised in the notices. She observed the interaction between the staff and children. The inspector looked at staff records with regard to qualifications and appraisals. She also checked risk assessments and planning and assessment records. It was confirmed that the setting have received extensive support from the local authority.

Since the last visit the newly appointed manager has resigned. There are currently two permanent members of staff working at the setting. A new manager has been recruited and the deputy is acting manager until the new manager takes up the post. The requirements are being met in relation to the manager holding an appropriate level three qualification. Evidence was seen that appraisals are carried out and training has taken place or being organised to support the professional development of the two permanent members of staff. This has had an improvement on staff practice and their ability to meet children's care and learning needs. Agency staff are employed as required.

The acting manager is currently the lead practitioner responsible for safeguarding. The manager and deputy have attended child protection training given by the local authority and have a clear understanding of the policy and procedure to follow if they have concerns that a child was being abused or if an allegation of abuse was made against a member of staff. This means that staff know the action they should take to safeguard the children in their care. An agency member of staff stated that they would discuss child protection concerns she had with the manager. However, on arrival at the setting that morning, an effective induction procedure had not been followed to ensure they were fully aware of the setting's policy and procedures.

Staff now observe what children do and have started to assess what stage they are at in their learning. They are using this information to inform planning to ensure it is individual for each child and therefore supports their learning. Staff take account of children's interests when planning activities. A system to track what stage children are at in all areas of learning has been introduced and is being completed for all the children. This has given the manager and deputy a clearer overview of what stage children are at in their learning which means they can challenge them to make progress. However, this information is not effectively shared with agency staff. For example, one member of staff was unaware of the learning intention of an activity, although it was recorded on the planning. Therefore she cannot effectively support children's learning.

Older children were observed engrossed in water play in the garden, their learning was extended when staff added additional resources as they poured water from different size containers. Their independence was effectively promoted at lunch time as they were involved in preparing the table and serving the food. Staff report that the daily verbal exchange of information with parents keeps them informed and helps staff to meet children's individual needs. They are intending to share the progress children are making in more detail at parents evening. However, due to the fact that they have just introduced new systems to monitor progress this has not yet taken place. Evidence was seen that staff review the progress of children aged between two and three years. They are involving parents in this process and

sharing their assessment with parents. Staff understand that the purpose of this report is to identify any areas in children's learning that may require additional support.

At the last visit it was found that risks assessments had been reviewed and the blinds with cords, that posed a risk to children within the sleep room, had been removed. Sheets are now placed over the plastic mattresses and children do not sleep on the general use cushions. This means that their health is promoted. However, it was found that the change to the children's sleeping arrangements has not been effectively assessed. All children, including the babies, are now all based on the ground floor. They are all settled to sleep on mats on the floor in one room. It was observed that staff are not always within the room supervising the children. Staff reported that a listening monitor is used to hear the children. However, the risk of children injuring each other or themselves was not effectively identified. When this was discussed with you, you said you had considered moving the cots from upstairs to the ground floor so that the babies are not sleeping on mats on the floor. However, this had not yet been done. In addition, children potentially can access areas where it may not be safe for them to do so. This is because the door handles on the staff room and office, which are close to the may play area, are within reach of the children. Failure to effectively assess and address risks compromises children's safety.

Following the visit we will issue a welfare requirement notice asking you to: take all reasonable steps to ensure staff and children in your care are not exposed to risks and demonstrate how you are managing the risks (Risk assessment).

We will also issue a notice to improve asking you to: ensure that all staff receive induction training to help them understand their roles and responsibilities (Staff qualification, training, support and skills).

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

Next steps

The next step will be further monitoring.

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
make sure children's good health is promoted. This is with particular regard to ensuring that the pillow a child sleeps on is clean and individual to that child and that children are not sleeping directly on plastic mattresses	11/08/2014	15/09/2014
observe children to understand their level of achievement, interests and learning styles and then shape learning experiences for each child reflecting those observations and observations that parents and carers share	09/09/2014	15/09/2014
ensure that when a child is aged between two and three that practitioners review their progress and provide parents and/or carers with a short summary if their child's development in the prime areas	09/09/2014	15/09/2014
train all staff to understand their safeguarding policy and procedure, and ensure that all staff have up to date knowledge of safeguarding issues	05/09/2014	15/09/2014
ensure each child is assigned a key person and you inform parents and/or carers of the name of the key person, and explain their role, when a child starts attending the setting. Ensure the key person tailors the care to meet the individual needs of the child.	26/06/2014	04/08/2014
ensure staffing arrangements meet the needs of all children and ensure their safety at all times, with particular regard to maintaining the required staff to child ratios throughout the day and deploying staff effectively.	26/06/2014	04/08/2014
ensure there is a named deputy who is capable and qualified to take charge in the manager's absence.	26/06/2014	04/08/2014
demonstrate that all managers'	26/06/2014	04/08/2014

qualifications are relevant and appropriate for their role.

ensure that regular staff appraisals are carried out to identify any training needs, and secure opportunities for continued professional development for staff	13/07/2014	15/09/2014
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ensure the lead practitioner responsible for safeguarding has attended an appropriate child protection training course, taking account of any advice from the Local Safeguarding Children Board or local authority on appropriate training courses	13/07/2014	15/09/2014
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ensure older children are suitably challenged and stimulated through well-planned activities preparing them for the move to school	13/07/2014	15/09/2014
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ensure the risk assessment covers all aspects of the environment that children come into contact with; with particular regard to blind cords	13/06/2014	04/09/2014
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ensure space is utilised appropriately to meet the needs of the children who wish to relax, play quietly or sleep	13/07/2014	04/08/2014
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demonstrate how the key person helps ensure that every child's learning and care is tailored to meet their individual needs and the key person seeks to engage and support parents and/or carers in guiding their child's development at home.	20/06/2014	15/09/2014
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undertake a risk assessment of the premises and equipment at least once in each calendar year, and immediately, where the need for an assessment arises, and ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register)	13/06/2014	
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undertake a risk assessment of the premises and equipment at least once in each calendar year, and immediately,	13/06/2014	
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where the need for an assessment arises, and ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register).

ensure that the manager has a qualification at a minimum of level 3 in a relevant area of work	13/06/2014	04/08/2014
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take all reasonable steps to ensure staff and children in your care are not exposed to risks and demonstrate how you are managing the risks	29/09/2014
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ensure that all staff receive induction training to help them understand their roles and responsibilities	29/09/2014
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