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Gorseland Primary School, Deben
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Our Reference EY414656

Dear Little Joe Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Sarah Williams, monitored your provision on 18/09/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 07/07/2014, 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 children being cared for and had a discussion with the manager. The inspector also spoke to other staff and to a representative from your company. The inspector looked at documentation and records for children. You said that the local authority had declined to provide any advice regarding this setting; therefore they were not contacted to contribute to the monitoring visit.

The inspector found that records of staff qualifications and vetting procedures are available on the premises. These are stored in a secure filing cabinet. As a result, the required documentation is now readily available when needed, and confidentiality is appropriately maintained.

The inspector discussed with you, the steps that have been taken to develop the staff's knowledge and understanding of how young children learn to ensure that activity planning consistently reflects the broad range of skills, knowledge and attitudes children need as foundations for good future progress. The company representative said that a training day was held to address some of the main weaknesses across several of the settings, including this one, which had been found during their recent inspections. The manager told the inspector that currently, no

attempt is made to gain information from children's class teachers, to complement their school learning. Therefore, staff do not yet fully meet children's individual needs.

The inspector discussed with you what steps you have taken to provide more challenging and enjoyable experiences for children. You showed the inspector a new all-about-me form, which has been introduced for children joining the setting. This has details about their home, health and likes and dislikes. However, there are no questions relating to what children's current interests are, so staff have no meaningful information to enable them to plan appropriately for children in the early years. The inspector found that the setting's routines, and the organisation of resources, have not been reviewed with the needs of the younger children in mind.

The inspector discussed how you intend to implement more robust arrangements for staff supervision to ensure that training needs are discussed and addressed in a timely way. You said that induction procedures have been improved so that staff now have a checklist, which the manager refers to as staff complete their probationary period. The inspector saw documentation related to the induction arrangements for new staff. The manager showed the inspector a draft staff handbook, which states that her duties include carrying out supervision for staff. However, the manager reported that no training has been provided for her, to clarify what is required. The inspector found that effective changes to the arrangements for supervision and appraisal have not been implemented.

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 a full inspection.

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
develop the staff's knowledge and understanding of how young children learn to ensure that activity planning consistently reflects the broad range of skills, knowledge and attitudes children need as foundations for good future progress	30/09/2014	23/09/2014
provide more challenging and enjoyable experiences for children by reviewing routines, the use of resources and information obtained from parents, to ensure that activities are more closely matched to the youngest children's needs, interests, and stage of development	30/09/2014	23/09/2014
implement more robust arrangements for staff supervision to ensure that training needs are discussed and addressed in a timely way	30/09/2014	23/09/2014
ensure that all the required records are easily accessible and available for inspection.	30/09/2014	23/09/2014
develop the staff's knowledge and understanding of how young children learn to ensure that activity planning consistently reflects the broad range of skills, knowledge and attitudes children need as foundations for good future progress	31/10/2014	
provide more challenging and enjoyable experiences for children by reviewing routines, the use of resources and information obtained from parents, to ensure that activities are more closely matched to the youngest children's needs, interests, and stage of development	31/10/2014	
implement more robust arrangements for	31/10/2014	

staff supervision to ensure that training needs are discussed and addressed in a timely way