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Oxford Day Nursery
35 Sherbourne Road
Acocks Green
BIRMINGHAM
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Our Reference EY427931

Dear Shezad Inayat

Monitoring for provision judged as inadequate

An Ofsted inspector, Julia Galloway, monitored your provision on 12/09/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 30/06/2014, 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. You confirmed that you have received support from local authority advisers who have made two visits to your setting. The inspector discussed with you, your plan of action in response to the notice to improve. She took a tour of the nursery and held meetings with the manager and a representative from the local authority. The inspector viewed documents relating to children's welfare, health and safety. This included risk assessments, daily safety checklists and evidence of suitability checks. The inspector was provided with Disclosure and Barring Service information for each person employed. She looked at children's learning files, which included a progress check for children between the ages of two and three years. She spoke with staff regarding their safeguarding knowledge, the key-person system and looked at staff to child ratios.

The inspector discussed with you the action that you have taken to train all staff to ensure that they have a good understanding of safeguarding practice, including the signs and symptoms of abuse and the procedures to follow if they are concerned about a child, or if an allegation is made against a member of staff. The inspector found that all staff have undergone in-house training to improve their safeguarding knowledge. In addition, information to support safeguarding practice is clearly displayed within the nursery. You provided evidence that all staff who are currently

employed have undergone suitability checks, including a Disclosure and Barring Service check. The inspector discussed with you the procedures that you have put in place to provide staff with regular supervision sessions to support their ongoing practice. You have begun to hold supervision meetings with staff and have dates identified to continue to do this, for all remaining staff. This information is recorded in individual staff files.

The inspector carried out observations in all rooms where children were being cared for and looked at daily records of attendance to ensure staffing arrangements are organised to ensure children's safety and to meet the needs of the children, with specific reference to maintaining required adult-to-child ratios. The inspector found that although the correct adult to child ratios are maintained, on occasions, the deployment of staff does not fully meet all children's needs. In particular, to meet the care needs of babies effectively and to ensure pre-school children's safety when numbers of children are low and only one member of staff is supporting them. Furthermore, the inspector found that drinking water was not easily available for all children, at all times because some children had bottles that they could access but other children did not.

The inspector discussed with you the action you have taken with regards to risk assessments to identify all potential hazards to children and take appropriate steps to minimise or remove these risks. During the visit the inspector did not observe children being left unsupervised or being able to leave the room. However, a number of significant hazards were present in the areas where children are cared for. Furthermore, the manager did not take action to immediately remove these when she was made aware of them. This is with regard to; cleaning materials being stored in children's reach in the monkey room and pre-school toilets, electrical cables hanging down from equipment in the baby room, a laptop computer lead trailing on the floor in the pre-school room. A number of hazards were observed in the outdoor play area, which compromised children's safety. The doors to the outdoor area and fire exit were locked with a key that was stored in the office. The external gate leading from the garden, which is also a fire exit was locked with two padlocks, both fire exits on the first and second floor were obstructed by equipment. The door on the first floor fire exit was found to be faulty and the area that leads from the external staircase to be used in an emergency was cluttered with debris and unused equipment. This puts children at risk of harm

The inspector looked at steps that you have taken to improve your knowledge and understanding of the Early Years Foundation Stage learning and development requirements. Since your last inspection you have revised your system for the planning of the educational programme to promote learning for children at all times. Staff in all rooms now use planning documentation to support their practice and most children engage with a range of interesting and challenging experiences. A

system of observation and assessment of children's development has been revised to ensure that routine assessment, such as the progress check for children between the ages of two and three years is carried out. The key-person system has been embedded to ensure that children's care and learning is tailored to meet their individual needs. However, staff rely too heavily on asking other children to translate for children who speak English as an additional language. There is little evidence of appropriate strategies or information for children, in their home language. In addition, the required information about children being cared for had not been obtained prior to children staying without their parents for settling-in visits. This compromises children's well-being and safety.

The inspector also took account of information received by Ofsted on 1 September 2014 that raised concerns about the effectiveness of the provider and the suitability of the manager to ensure improvements within the nursery were effectively implemented. In addition, concerns with regard to hygiene and cleanliness within the nursery were also raised. The monitoring visit found that the provider and manager have not taken prompt and effective action to address the actions raised at the inspection when the nursery was judged to be inadequate. Furthermore, a number of additional concerns were raised at the monitoring visit that compromise children's safety and welfare. Although all areas of the nursery, that were in use on day of the monitoring visit were found to be adequately clean, some areas of the nursery had significant hazards and compromise children's good health and safety.

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

We will take enforcement action to ensure compliance with children's welfare and/or learning and development requirements.

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
have 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)	24/07/2014	12/09/2014
have 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).	24/07/2014	12/09/2014
train all staff to ensure that they have a good understanding of all safeguarding practice, including the signs and symptoms of abuse and the procedures to follow if they are concerned about a child, or if an allegation is made against a member of staff	29/09/2014	12/09/2014
ensure that adults whose suitability has not been checked, including through a Disclosure and Barring Service check, are not left alone with the children being cared for	29/09/2014	12/09/2014
ensure staffing arrangements are organised to ensure safety and to meet the needs of the children, with specific reference to maintaining required adult-to-child ratios	29/09/2014	12/09/2014
conduct comprehensive risk assessments to identify all potential hazards to children and take adequate steps to minimise or remove these risks. This is with particular regard to children leaving rooms unsupervised	29/09/2014	12/09/2014
develop the educational programme to	29/09/2014	12/09/2014

provide consistent interesting and challenging experiences by improving staff's use of effective teaching strategies to promote learning for children at all times

ensure children are supported in their progress in all areas of learning by making systematic observations and assessments, and using these to plan relevant and motivating experiences for each child as an individual	29/09/2014	12/09/2014
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ensure that parents are provided with a short written summary of their child's development in the prime areas when they are aged between two and three years, identifying the child's strengths and any areas where their progress is less than expected	29/09/2014	12/09/2014
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implement effective procedures for the supervision of staff to provide support, coaching and training for all staff, to ensure that they have the appropriate skills, knowledge and understanding to provide a quality learning experience for all children, achieved through high-quality teaching	29/09/2014	12/09/2014
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implement an effective key-person system to ensure that every child's learning and care are tailored to meet their individual needs, including providing effective support for those children who speak English as an additional language	29/09/2014	12/09/2014
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make fresh drinking water available at all times, in suitable cups or bottles, and ensure staff follow hygienic procedures, for example, by ensuring equipment, such as water bottles and dummies, are clean before children use them.	29/09/2014	12/09/2014
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undertake a risk assessment of the premises and equipment immediately where the need arises, and ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register)	29/09/2014	12/09/2014
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undertake a risk assessment of the premises and equipment immediately where the need arises, and ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register)	29/09/2014	12/09/2014
implement an effective key-person system to ensure that every child's learning and care are tailored to meet their individual needs, including providing effective support for those children who speak English as an additional language	10/10/2014	
maintain for each child in their care their date of birth, the name and address of every parent and/or carer who is known to the provider and their emergency contact details	10/10/2014	
undertake a risk assessment of the premises immediately where the need arises, and ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register).	10/10/2014	
undertake a risk assessment of the premises immediately where the need arises, and ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register).	10/10/2014	
ensure that all fire exits are clearly identifiable, and that all fire exits are unlocked, free of obstruction and easily opened from the inside.	10/10/2014	
ensure children have access to drinking water (compulsory part of the Childcare Register)	10/10/2014	