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Katie's Kids Nursery  
Unit 2, Hartley Business Centre  
Monkmoor Road  
Shrewsbury  
SY2 5ST

Our Reference EY478071

Dear Katie's Kid's Limited

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

An Ofsted inspector, Lorraine Anne Lawton, monitored your provision on 04/11/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 27/08/2014, 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.

You were also sent a notice to improve. The actions you were set are included at the end of this letter.

The welfare requirements notice required the company to comply with the Statutory Framework for the Early Years Foundation Stage under the requirement entitled Suitable People. The steps you were required to take were detailed in full in the notices sent to you on 6 September and 13 October 2014: implement effective systems to ensure that any persons who have regular contact with children are suitable, particularly in relation to obtaining Disclosure and Barring checks, references and recording information about the identity checks and vetting processes that have been completed.

During the monitoring visits of 30 September and 4 November 2014 the inspector discussed with you the steps you have taken to address the welfare requirements notice and actions raised in the notices to improve. She observed interaction between staff and children throughout the nursery. The inspector also spoke to you, your manager and individual members of staff. The inspector looked at your policies and procedures for staff recruitment and child protection, as well as your planning and assessment records, staff recruitment and supervision records and your self-evaluation. Prior to the second visit, the inspector spoke to a representative from the local authority.

You have developed a satisfactory action plan to address the issues raised at your last inspection. This has enabled you to accurately identify how to address the areas for improvement and to plan for ongoing improvement. The inspector found that you have sought the advice, support and training of the local authority. In addition, you have sought external training for yourself and staff to improve knowledge and skills in specific areas, including first aid, planning and assessment and child protection. You have introduced effective systems to share this knowledge, which has improved the understanding of all staff. They are confident about child protection procedures and are becoming more confident to use the new systems to track children's starting points and progress, and to complete progress checks for two year olds. Through your recruitment of a new manager, you have started to evaluate the quality of practice relating to learning and development and the impact this has on outcomes for children.

Following the visit on 30 September, the inspector sent you an additional notice to improve which asked you to improve staff understanding of procedures relating to allegations against staff. The practitioners responsible for child protection have now accessed training and received support from the local authority in order to increase their understanding of the lead role and how to support staff in relation to safeguarding matters. A revised child protection policy now includes specific detail relating to procedures for the use of mobile phones and cameras. Staff adhere to the procedure which protects children. The number of staff who have current first aid training has greatly increased. The process of risk assessment of the outdoor area, including the forest area has improved. Steps have been taken to minimise hazards, by applying appropriate covering to the pond and some gravelled areas. As a result children's health and safety is promoted when they are inside, outside or on outings.

Staff are communicating better with parents with specific regard to their child's learning and development stages at the point of entry. Through planned meetings with parents and their child's key person, information held on all children is being updated. As a result, staff's knowledge of their key children is helping to accurately inform assessment and planning for their individual learning and development needs. A new system of planning and assessment whereby children's individual needs are targeted has led to an improved programme of activities and experiences for children. As a consequence children are now making better progress.

Recruitment procedures have improved through a more thorough approach to obtaining references and having available documentation to prove that Disclosure and Barring checks are in process or in place for all staff. Work is in progress to provide a clear audit trail of recruitment checks undertaken. Following the visit on 30 September, the inspector sent you an additional notice to improve which asked you to develop your knowledge of disqualification. The inspector is satisfied that your

procedures now seek to obtain relevant information at the point of staff recruitment and during their period of employment. Induction procedures have improved to give staff a reasonable knowledge of the setting's procedures and a training plan is in place to address staff training needs. Staff are receiving formal supervision that prompts discussion about children's individual needs and ensures a robust approach to whistleblowing at any time.

Currently, your new manager is applying to hold the role of nominated person on behalf of your company. You are in the process of developing a relevant knowledge and understanding of the Early Years Foundation Stage framework in order to become the company's nominated person. Alongside your manager, you are developing new systems to observe individual staff practice and to identify how you can continue to improve the quality of teaching. The inspector holds the view that you have made sufficient progress at this time to allow a full evaluation at the next inspection.

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 all staff receive training, support and coaching to help them understand their roles and responsibilities in relation to safeguarding, child protection, health and safety issues so that children are safeguarded, and staff offer quality learning and development experiences for children	30/09/2014	30/09/2014
implement a safeguarding policy that ensures there are robust procedures in place so that there is no unauthorised use of mobile phones, in order to safeguard children	05/09/2014	30/09/2014
ensure the premises, in this instance the outdoor spaces, are fit for the purpose of children's play	08/09/2014	30/09/2014
ensure effective risk assessments are undertaken in the outdoor areas and actions are taken to remove or minimise any risks identified to ensure children's safety	28/08/2014	30/09/2014
improve the process of assessments, including the progress checks for children between the ages of two and three years, so that it accurately reflects each child's progress, and used by staff to understand each child's needs, in order for staff to plan challenging activities and work effectively with parents to support children's learning.	31/10/2014	30/09/2014
ensure effective systems are in place to ensure that any persons who have regular contact with children are suitable, particularly in relation to obtaining Disclosure and Barring checks (compulsory part of the Childcare Register)	05/09/2014	30/09/2014
ensure effective systems are in place to	05/09/2014	30/09/2014

ensure that any persons who have regular contact with children are suitable, particularly in relation to obtaining Disclosure and Barring checks (voluntary part of the Childcare Register)

ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)	28/08/2014	30/10/2014
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ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)	28/08/2014	30/09/2014
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ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register).	28/08/2014	30/09/2014
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ensure that all necessary measures are taken to minimise any identified risks (voluntary part of the Childcare Register).	28/08/2014	30/09/2014
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implement effective systems to ensure that practitioners and any other person who has regular contact with children are suitable; with particular regard to obtaining Disclosure and Barring checks and references, and recording information about the identity checks and vetting processes that have been completed	26/09/2014	30/09/2014
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improve the process of assessments, including the progress checks for children between the ages of two and three years, so that it accurately reflects each child's progress, and used by staff to understand each child's needs, in order for staff to plan challenging activities and work effectively with parents to support children's learning	24/10/2014	04/11/2014
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ensure staff have a secure knowledge of the procedures to follow in the event of an allegation of serious harm or abuse being made against any person working or looking after children at the premises.	24/10/2014	04/11/2014
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This is with specific regard to lead practitioners who are responsible for liaison with local statutory agencies and who provide support, advice and guidance to staff on an ongoing basis

implement effective systems to ensure that any persons who have regular contact with children are suitable, particularly in relation to obtaining Disclosure and Barring checks, references and recording information about the identity checks and vetting processes that have been completed	24/10/2014	04/11/2014
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have a required knowledge of disqualification	24/10/2014	04/11/2014
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implement effective systems to ensure that any persons who have regular contact with children are suitable, particularly in relation to obtaining Disclosure and Barring checks, references and recording information about the identity checks and vetting processes that have been completed	05/09/2014	30/09/2014
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ensure at least one person who has a current paediatric first-aid certificate is on the premises and available at all times when children are present, and available to accompany children on outings	28/08/2014	30/09/2014
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