

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



Apple Kids Day Nursery
1 Showell Green Lane
Sparkhill
Birmingham
B11 4NP

Our Reference EY468993

Dear Apple Kids Day Nurseries Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Yvonne Johnson / Lorraine Anne Lawton, monitored your provision on 01/12/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 11/07/2014, 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 (EYFS) under the following requirements: Suitable People, Risk assessment and Safety.

We also sent you a notice to improve which required you to comply with the following requirements: Staff qualifications, training, support and skills, Staff deployment, Managing behaviour, Premises and Risk assessment.

You were also required to take action in relation to the Learning and Development Requirements of the EYFS.

The steps you were required to take were detailed in full in the notice sent to you on 28 July 2014.

A previous monitoring visit, completed on 13 August 2014, found that you had not taken prompt and effective action and were not complying with the requirements of the notice to improve and welfare requirements notice. A further visit on 9 October 2014, found you had complied with the welfare requirements notice but further action was required to meet the EYFS welfare and learning and development requirements.

During the monitoring visit of 1 December 2014, the inspectors discussed with you the steps you had taken to address the actions raised in the notice to improve. They observed interaction between staff and children in the two-to-four-year-old room of the nursery. The inspectors also spoke to you, individual members of staff, parents

and representatives from the local authority, the latter of whom also provided reports of their visits.

The inspectors looked at your planning, observation and assessment records, as well as your staff records; policies; self-evaluation form and details of recent meetings with staff.

The inspectors found that you have continued to work with the local authority who provide advice and guidance. You have maintained appropriate systems regarding staff suitability and have obtained references for the new manager, who is now in post. Another new member of the team is waiting the completion of some documentation, which you are pursuing. Staff are more vigilant in their risk assessment of the environment and take steps to minimise hazards as they arise to ensure children are safe. The manager has completed a recent self-evaluation of the setting to identify areas of improvement. The staff speak a number of different languages, this means that most children are spoken to in their home language. The new manager has begun to take some action to drive improvement, but this not yet embedded in practice. The manager has informed Ofsted of a significant event relating to the setting in line with requirements.

The actions set out in the notice to improve regarding behaviour management and learning and development issues have not yet been completed. Although inspectors noted that children are less disruptive, staff do not always provide a consistent approach to manage children's behaviour, for example no explanations are given about behaviour, children are just told 'no'. Therefore they do not understand or learn from experiences.

The staff team have not yet developed the underpinning knowledge of the EYFS and this significantly impacts on their ability to deliver play and learning across the breadth of the educational programme. It is therefore still the case that children are not gaining sufficient skills to close any gaps in their learning and ensure they are not disadvantaged when they enter school.

The inspectors concluded that the needs of individual children are not yet addressed adequately. This is because observation is minimal and does not inform planning for children's next steps. Although staff have begun to undertake two-year-old checks on some children, evidence for these is not fully secure. This is also an issue in relation to the assessment of older children's learning. It is unclear how assessments are made as evidence is minimal and not secured through different sources. For example, observations to support what the child can do are limited. Assessments have not yet been shared with parents. Children are not effectively monitored throughout the session to ensure they are regularly engaged by staff, and as a consequence they wander without focus for long periods and learning intentions are not clear for all children.

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
ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)	01/12/2014	05/12/2014
develop staff knowledge and understanding of how to promote the learning and development of all children across the breadth of the seven area of learning	01/12/2014	05/12/2014
ensure routine assessment, such as the progress check for children between the ages of two and three years, is used to identify children's strengths and where progress is less than expected, and provide parents with a short written summary of their children's development in the prime areas of learning	01/12/2014	05/12/2014
ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (compulsory part of the Childcare Register)	01/12/2014	05/12/2014
ensure routine assessment, such as the progress check for children between the ages of two and three years, is used to identify children's strengths and where progress is less than expected, and provide parents with a short written summary of their children's development in the prime areas of learning	07/08/2014	13/08/2014
ensure planning of activities take into account the individual needs, interests and stage of development of each child, to ensure that all children make good progress	01/12/2014	05/12/2014
ensure that staff consistently implement behaviour management strategies that give children clear guidance, to help them	01/12/2014	06/12/2014

to learn about what is acceptable behaviour and ensure their safety

ensure that robust risk assessments are carried out that clearly identify hazards within the environment; that all staff are aware of this information and the steps they must take to minimise risks 01/12/2014 05/12/2014

ensure that risk assessments identify aspects of the environment which need to be check on a regular basis and how risk will be removed or minimised (compulsory part of the Childcare Register). 07/08/2014 13/08/2014

ensure that a robust structure is in place that clearly defines the roles and responsibilities of leaders and managers, to enable effective communication that promotes the efficient running of the setting and that children are kept safe and well 07/08/2014 13/08/2014

ensure children's bags and personal belongings are stored in an area which is suitable 07/08/2014 13/08/2014

ensure that staff consistently implement behaviour management strategies that give children clear guidance, to help them to learn about what is acceptable behaviour and ensure their safety 07/08/2014 13/08/2014

ensure planning of activities take into account the individual needs, interests and stage of development of each child, to ensure that all children make good progress 07/08/2014 13/08/2014

ensure the experiences for children are interesting and challenging and focus on children's different learning styles 01/12/2014 05/12/2014

ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (compulsory part of the Childcare Register) 07/08/2014 13/08/2014

ensure that children's behaviour is 07/08/2014 13/08/2014

managed in a suitable manner (compulsory part of the Childcare Register)

ensure risk assessments for outings assess the risk and hazards that may arise and identify the steps to be taken to minimise those risks (compulsory part of the Childcare Register). 07/08/2014 13/08/2014

ensure that arrangements are in place for regular supervision and appraisals for all staff 07/08/2014 13/08/2014

ensure staff are deployed effectively to supervise children in the outdoor play area. 07/08/2014 13/08/2014

ensure that rigorous recruitment procedures are in place to confirm staff's suitability to work with children, taking account of any information received about staff 07/08/2014 13/08/2014

ensure that the premises, specifically outdoor spaces, are fit for purpose; for example by ensuring that children are not at risk from uneven flooring with exposed sharp edges 07/08/2014 13/08/2014

ensure that robust risk assessments are carried out that clearly identify hazards within the environment; that all staff are aware of this information and the steps they must take to minimise risks, with specific regards to the outdoor play area 07/08/2014 13/08/2014

ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register) 31/12/2014

develop staff knowledge and understanding of how to promote the learning and development of all children across the breadth of the seven areas of learning 31/12/2014

ensure the experiences for children are interesting and challenging and focus on children's different learning styles 31/12/2014

ensure routine assessment, such as the progress check for children between the ages of two and three years, is used to identify children's strengths and where progress is less than expected, and provide parents with a short written summary of their children's development in the prime areas of learning 31/12/2014

ensure planning of activities take into account the individual needs, interests and stage of development of each child, to ensure that all children make good progress 31/12/2014

ensure that staff consistently implement behaviour management strategies that give children clear guidance, to help them to learn about what is acceptable behaviour and ensure their safety 31/12/2014