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English Martyrs Pre-School
The Community Centre, English
Martyrs Church
64 Liebenrood Road
READING
RG30 2EB

Our Reference 116837

Dear English Martyrs Pre-School Committee

Monitoring for provision judged as inadequate

An Ofsted inspector, Elaine New, monitored your provision on 18/11/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 06/10/2014, 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 asked you to: ensure children's behaviour is managed in an appropriate way to keep them safe and to promote their emotional well-being; implement a policy and procedures to safeguard children which includes supporting staff to respond in a timely and appropriate way to any significant changes in children's behaviour; ensure staffing arrangements meet the needs of all children and ensure their safety and that children are adequately supervised, with particular regard to the ongoing and timely prevention of behavioural incidents in the setting; ensure there are effective arrangements in place to support children with special educational needs and/or disabilities, with specific regard to staff completing accurate assessments of children's learning and sharing these more frequently with parents and professionals in line with the Special Educational Needs (SEN) Code of Practice; maintain records and share information with parents, carers and other professionals working with the child to ensure the safe and efficient management of the setting, and to help meet the needs of all children; ensure the premises and equipment are organised in a way that meets the needs of children, with specific regard to nappy changing facilities and access to daily outdoor play; ensure that fresh drinking water is available and accessible at all times; ensure there are effective arrangements in place for the supervision of staff, which provides support, coaching and training for the practitioner and promotes the interests of children; and, implement an effective key-person system that ensures that every child's care is

tailored to meet their individual needs, that offers a settled relationship for all children and provides support for those children who require additional support to communicate their needs. You were also issued with a notice to improve that asked you to: ensure staff make accurate assessments of children's development and use this information to plan future learning opportunities to meet the needs of individual children and share these with parents; promote the educational programme for personal, social and emotional development in order to support children to manage their own behaviour, follow group rules and form positive relationships; ensure all staff have a good understanding of child development and how children learn to ensure the quality of teaching and learning is consistently good and supports children's progress across the seven areas of learning; and take reasonable steps to provide opportunities for children whose home language is not English to develop and use their home language in play and learning. Additionally you were issued with a notice to improve for the Childcare Register that asked you to: ensure that children receiving childcare are kept safe from harm; ensure that every person caring for children is alert to any indications that a child may be suffering from harm; take all necessary steps to minimise any risks to the health or safety of the children and staff; ensure children have access to drinking water; provide access to a secure outdoor space, or where this is not practicable, reasonable arrangements must be made for activities to take place outdoors; ensure that children's behaviour is managed in a suitable manner; and, ensure that the childcare is accessible and inclusive by not treating any child less favourably than another child by reason of the child's home language or disability and/or learning difficulty.

We carried out an unannounced visit on 22 October 2014 when we found that, although you had not yet received the written welfare requirements notice or notice to improve, you had already put in place an action plan to address some of the areas for improvement based on your discussions with the inspector at the time of the inspection. Through observations and discussion with the manager and chairperson of the committee the inspector found that some action had been taken and improvement could be seen.

At a monitoring visit on 18 November 2014 the inspector found through discussion with the pre-school supervisor that your action plan had been further updated to reflect the specific welfare requirements notice and notice to improve actions that had been raised. Staff know about and have been involved in implementing the action plan. You have also worked with your local authority adviser to seek help and support in developing and carrying out your action plan.

The supervisor explained the changes you have made to your daily routine. These changes include new arrangements at the start of each session, more free flow access to the outdoor environment, more choice for the children about joining in with large group activities and the introduction of a café style snack system. You have

identified a member of staff as a behaviour ambassador who has attended training for this role. You have introduced behaviour management techniques such as the pom-pom reward system and visual prompt cards which are carried by all the staff to help promote positive behaviour. The supervisor explained that you have also appointed a room leader whose role is to oversee each session and identify where extra support is needed so that staff can intervene more quickly and effectively in any instances of challenging behaviour. This means that staff are better deployed to meet the needs of all children and ensure their safety

These measures have had a significant impact on the behaviour of the children in the pre-school. During the visit the inspector found the atmosphere in the pre-school to be calm both inside and outside with very few instances of unwanted behaviour observed. When an incident was observed a member of staff quickly intervened, explained what the unwanted behaviour was and diverted the child to play.

The supervisor explained your safeguarding policy and procedures which meet requirements. The supervisor also explained that you now use a prompt system to help identify possible causes of challenging behaviour that includes a consideration of potential child protection issues. This means that, together with the improving awareness of children's general behaviour, staff are more likely to be able to respond in a timely and appropriate way to any significant changes in a child's behaviour.

The supervisor explained that you are working to develop your key person system. Planning is now linked to a key person planning board. All key people feed into this from their observations and in this way individual children's needs and interests are planned for. As a result of the changes in planning, activities are better suited to children's needs and interests and enable them to be more focussed. During the visit the inspector observed a child drumming enthusiastically on pans in the home corner, later in the session the inspector observed the same child involved in a craft activity with other children making drums, the member of staff explained that the activity had been planned with this child in mind. The supervisor explained that you are planning further developments for January 2015 when individual planning for each child will be implemented and the plans shared with parents. Regular evaluation of these plans will feed into a new tracking system you are starting to use. You have been proactive about researching this system and visiting a local group to see it in action.

The supervisor explained that you have reviewed your arrangements for staff supervision. You will carry out an annual appraisal and then hold monthly supervision meetings with all staff. The supervision meeting will include monitoring of key children's progress and offer support where needed. The meetings will also be used to identify any training needs that staff may have in order to enable them to meet the needs of the children they are caring for. This will include ensuring that all staff

have a good understanding of child development and how children learn. You have started this process by completing all appraisals. Your supervision arrangements will also include weekly meetings with your SENCO to ensure that arrangements to support children with additional needs are in place and being implemented. You have identified additional staff support for your SENCO and accessed additional external training and support for them. Further training for all your staff in relation to observation, assessment and planning has been arranged for January 2015. The impact of these new arrangements and additional training on both the quality of teaching and the records relating to children's progress will need to be further assessed at your next inspection.

The supervisor informed the inspector that children starting at the pre-school in the future will be offered pre-start home visits by the manager and key person. Where parents prefer, information about their children will be gathered during settling visits at the pre-school. In this way children's individual needs and starting points will be better able to be planned for from the start of their time at the pre-school. The supervisor also explained that you have accessed your local children's centre for advice about supporting children whose home language is not English. For children already attending the pre-school information sheets have now been completed by parents. Additionally, the new routine implemented at the start of each session means there is more opportunity for staff to talk with parents about their children and their needs on a daily basis.

The inspector observed that drinking water is now available at child level for children to access when they wish throughout each session. Nappy changing arrangements have been altered so that children's privacy and self-esteem is supported and good hygiene maintained in play areas. The inspector also observed free flow access between the indoor and outdoor play areas during the whole of the monitoring visit. The outdoor area was set up with appropriate activities such as a builders yard and staff interacted with children as they played. The supervisor explained that access to outdoors is now available from the start of each session. You have purchased a quantity of wet weather clothing for the children and a gazebo has been erected to provide an area of shelter. The inspector observed an area set up by the door with wellingtons and wet weather clothing accessible to the children. The improved access to the outdoor environment helps to support the individual needs and preferred learning styles of all children. The supervisor also explained that you have approached a specialist outdoor company to come to the pre-school to advise about further developments for the area and provide training on using the outdoor environment. This demonstrates an on-going commitment to improvements to your provision.

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 children's behaviour is managed in an appropriate way to keep them safe and to promote their emotional well-being	10/11/2014	18/11/2014
provide access to a secure outdoor space, or where this is not practicable, reasonable arrangements must be made for activities to take place outdoors (compulsory part of the Childcare Register)	06/11/2014	18/11/2014
ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register)	06/11/2014	18/11/2014
ensure children have access to drinking water (compulsory part of the Childcare Register)	06/11/2014	18/11/2014
implement a policy and procedures to safeguard children which includes supporting staff to respond in a timely and appropriate way to any significant changes in children's behaviour	10/11/2014	18/11/2014
ensure staffing arrangements meet the needs of all children and ensure their safety, and that children are adequately supervised, with particular regard to the ongoing and timely prevention of behavioural incidents in the setting	10/11/2014	18/11/2014
ensure there are effective arrangements in place to support children with special educational needs and/or disabilities, with specific regard to staff completing accurate assessments of children's learning and sharing these more frequently with parents and professionals in line with the Special Educational Needs (SEN) Code of Practice	10/11/2014	18/11/2014
maintain records and share information	10/11/2014	18/11/2014

with parents, carers and other professionals working with the child to ensure the safe and efficient management of the setting, and to help meet the needs of all children

ensure the premises and equipment are organised in a way that meets the needs of children, with specific regard to nappy changing facilities and access to daily outdoor play 10/11/2014 18/11/2014

ensure staff make accurate assessments of children's development and use this information to plan future learning opportunities to meet the needs of individual children and share these with parents 06/11/2014 18/11/2014

promote the educational programme for personal, social and emotional development in order to support children to manage their own behaviour, follow group rules and form positive relationships 06/11/2014 18/11/2014

ensure all staff have a good understanding of child development and how children learn to ensure the quality of teaching and learning is consistently good and supports children's progress across the seven areas of learning. 06/11/2014 18/11/2014

take reasonable steps to provide opportunities for children whose home language is not English to develop and use their home language in play and learning. 06/11/2014 18/11/2014

ensure that children receiving childcare are kept safe from harm (compulsory part of the Childcare Register) 06/11/2014 18/11/2014

ensure that every person caring for children is alert to any indications that a child may be suffering from harm (compulsory part of the Childcare Register) 06/11/2014 18/11/2014

take all necessary measures to minimise 06/11/2014 18/11/2014

any risks to the health or safety of the children and staff (compulsory part of the Childcare Register)

ensure that the childcare is accessible and inclusive by not treating any child less favourably than another child by reason of the child's home language or disability and/or learning difficulty (compulsory part of the Childcare Register). 06/11/2014 18/11/2014

ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register) 06/11/2014 18/11/2014

ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register) 06/11/2014 18/11/2014

ensure that every person caring for children is alert to any indications that a child may be suffering from harm (voluntary part of the Childcare Register) 06/11/2014 18/11/2014

take all necessary measures to minimise any risks to the health or safety of the children and staff (voluntary part of the Childcare Register) 06/11/2014 18/11/2014

ensure that fresh drinking water is available and accessible at all times 10/11/2014 18/11/2014

ensure there are effective arrangements in place for the supervision of staff, which provides support, coaching and training for the practitioner and promote the interests of children 10/11/2014 18/11/2014

ensure that the childcare is accessible and inclusive by not treating any child less favourably than another child by reason of the child's home language or disability and/or learning difficulty (voluntary part of the Childcare Register). 06/11/2014 18/11/2014

implement an effective key-person system that ensures that every child's care is tailored to meet their individual needs, that offers a settled relationship for all children and provides support for 10/11/2014 18/11/2014

those children who require additional support to communicate their needs