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Havertots Day Nursery
The Library
Cow Lane
Wakefield
WF4 2BE

Our Reference EY487361

Dear Havertots Childcare Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Ann Law, monitored your provision on 11/08/2015 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 15/07/2015, 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 under the following requirements: Suitable people and Staff qualifications, training, support and skills. The steps you were required to take were detailed in full in the notice sent to you on 28 July 2015.

During the monitoring visit of 11 August 2015 the inspector discussed with you the steps you have taken to address the actions raised in the welfare requirements notice. She looked at your systems for ensuring that practitioners are suitable to work with children and hold appropriate qualifications. She also looked at how you ensure practitioners remain suitable and can fulfil the requirements of their roles and responsibilities.

The inspector found that all staff working with the children hold at least a level 2 qualification. Also, there are sufficient staff with a first aid qualification to ensure there is always one qualified member of staff on the premises at all times when children are present. This has improved children's safety and well-being in your care. Whilst you have ensured that all staff have had their suitability checked, some checks are over 18 months old and were carried out by a previous employer. This means you have not satisfied yourself that they are, and remain, suitable. However, you have taken some steps in relation to this by asking staff if they live with anyone who is not suitable to work with children as this may affect their own suitability.

You have put measures in place to improve the support, coaching and training of staff. You have developed a system to highlight when staff need to renew their safeguarding training, for example. Also, daily briefing sessions ensure that all staff know who the room leaders are and posters show clear lines of reporting. The impact of these measures will be checked at the next visit. A new manager has been appointed who has the required level of qualification for the post, but you have not ensured that they have the necessary skills and knowledge to fulfil the requirement of a management position.

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 further monitoring.

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 that systems for checking staff suitability, including the obtaining of a criminal records check, satisfy that all staff are suitable to work with children	15/09/2015	
ensure that practitioners have appropriate qualifications, training, skills and knowledge to fulfil the requirements of their roles, particularly those in a management role	15/09/2015	
ensure that suitability checks are in place, including a Disclosure and Barring Service check and information on whether staff live in the same household as a person who is disqualified, for all staff working with children	07/08/2015	11/08/2015
ensure that people whose suitability has not been checked do not have unsupervised contact with children	07/08/2015	11/08/2015
ensure a suitably qualified and experienced individual is managing the premises at all times	07/08/2015	11/08/2015
ensure half of all staff, other than the manager, hold a full and relevant level 2 qualification	07/08/2015	11/08/2015
ensure at least one person who has a current paediatric first-aid qualification is on the premises at all times when children are present.	07/08/2015	11/08/2015
provide parents with a short written summary of their child's development following the completion of the progress check between the age of two and three years	15/09/2015	
ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the	07/08/2015	11/08/2015

Childcare Register)

ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register).	07/08/2015	11/08/2015
ensure that at least one person who is caring for children has an appropriate first-aid qualification (voluntary part of the Childcare Register)	22/07/2015	11/08/2015
ensure staff are deployed so that children are adequately supervised and their needs are met at all times	22/07/2015	11/08/2015
develop an effective key-person system and inform parents who the key person is for their child and what the role of the key person is	15/09/2015	
regularly observe children to understand their level of achievement, their interests and their preferred way of learning	15/09/2015	
ensure all parents know how children's learning and development is supported during their time in the nursery, and guide parents in how they can continue their children's learning at home	15/09/2015	
consider the individual needs, interests and stage of development of each child and use this information to plan suitably challenging and enjoyable experiences for each child in all of the areas of learning and development	15/09/2015	
implement appropriate arrangements for the supervision of staff to provide support, coaching and training, and develop a culture of teamwork and commitment to continuous improvement	15/08/2015	11/08/2015
ensure that staff who work with children are suitable, including obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)	22/07/2015	11/08/2015

ensure that staff who work with children are suitable, including obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)	22/07/2015	11/08/2015
ensure that at least one person who is caring for children has an appropriate first-aid qualification (compulsory part of the Childcare Register)	22/07/2015	11/08/2015