

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



The Oxford Nursery Summertown
Marston Ferry Road
Summertown
Oxford
Oxfordshire
OX2 7EE

Our Reference EY266376

Dear Acacia Care and Education Ltd

Monitoring for provision judged as inadequate

An Ofsted inspector, Carla Roberts, monitored your provision on 02/09/2015 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 11/06/2015, 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: 'risk assessment', 'premises', 'staff: child ratios' and 'child protection'. The notice to improve required you to comply with the Statutory Framework for the Early Years Foundation Stage under the following requirements: 'the areas of learning and development', 'behaviour', 'supervision', 'key person'. We visited you on 18 June 2015, 1 July 2015 and 7 July 2015 and found that you had taken action to meet the welfare requirements notice. We visited you on 2 September 2015 to monitor your compliance with the notice to improve.

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.

Overall effectiveness of the improvement and outcomes for children

The inspector found that the system in place to risk assess the premises both indoors and outdoors has now been embedded into practice and that staff take an active role in this process. Through discussion with one member of staff who was risk assessing the outdoor area, they are clear that thorough risk assessments should be made prior to children entering the building and prior to children using the garden area. There were no hazards or risks observed at the time of the recent monitoring visit,

and staff were clear to keep potential hazards such as plastic aprons, out of reach of children. The inspector found that appropriate steps have been taken to ensure that babies are supervised and children's behaviour is managed at snack and mealtimes. Babies who are sat in highchairs are now sat in an area that is easily accessible to staff and staff supervise the babies while they are eating. Staff are starting to model appropriate behaviour during mealtimes which means that children sit together and behave well while enjoying their snacks and meals. Some staff sit directly with the children and use this as an opportunity to engage with children while they are eating. The management are continuing to work at changing the structure of snack and mealtimes to encourage a calmer environment and a further monitoring visit will be undertaken to ensure that any changes are embedded into practice. Sleeping babies are being checked regularly and management are monitoring this to make sure that regular checks are being signed off by staff to confirm they have been done, and monitoring to make sure that regular checks are being physically made. Staff are also adhering to their own safeguarding processes by ensuring that when they are changing nappies, children are being appropriately safeguarded and that they are never left completely unsupervised. The inspector found that steps have been taken to promote children's mathematical development through the increase of related resources, displays on the walls in the rooms, through the planning system in place and through staff practice. The inspector observed children exploring shapes of different coloured pads at the sensory table and were able to confidently pick out and name shapes when asked. The key person system has been developed since the last inspection and there is now a very clear buddy process in place for staff when they are absent to ensure that the care and learning needs of their key children are still met. Through discussion with some staff they were able to talk about children whose key person was not present on the day. For example one member of staff was able to confirm the dietary needs of a child, and another member of staff could confirm what areas of learning and development were being focused on for another child. For both children concerned, their key person was not present on the day, so this meant that the needs of those children were being met. It was confirmed that this system is being monitored by management to ensure that it is an ongoing process. Steps have been taken to improve staff practice to promote children's language development. A focused training session had recently been held for all staff to enable them to adopt techniques to help children learn more about language, communication and vocabulary. The inspector found that some staff were using language to extend children's learning through routines such as snack times, where children were able to talk about the shapes, taste and colours of the fruit and cheese. The inspector observed in some activities that while staff were asking some open ended questions to extend children's learning, some opportunities were missed. This was particularly after the lunchtime period when some children were engaged in free-play while others were sleeping. Overall it was found that practice is improving, and a further monitoring visit will take place to make sure that further improvements are made and that they are embedded into practice. The inspector found that regular observations were being completed for some children who attend the setting, but that this was not consistent across the staff team. This means that for some children who attend, there was no evidence that recent observations had been made. It was not evident whether their progress was being monitored, whether their individual learning needs were being met appropriately or that steps were being taken to

extend their learning. The inspector found through discussion that management had already identified gaps in practice and were in the process of taking steps to address this and make sure that practice is consistent across the staff team. A further monitoring visit will take place to make sure that gaps in practice are addressed and that regular observations and assessments of progress are being made for all children who attend.

Next steps

The next step will be further monitoring.

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 staff are constantly vigilant of risks to babies and toddlers to make sure that hazards, such as plastic bags, thumb tacks, rubbish and unsuitable furniture, are identified quickly and removed or minimised	03/07/2015	02/09/2015
ensure that sleeping babies are monitored frequently	03/07/2015	02/09/2015
deploy staff effectively so that babies are supervised closely when they are eating	03/07/2015	02/09/2015
implement effective safeguarding procedures to protect children and staff, with particular regard to nappy changing arrangements	03/07/2015	02/09/2015
ensure that children's behaviour is managed in a suitable manner, especially at mealtimes (compulsory part of the Childcare Register)	25/06/2015	02/09/2015
ensure children are kept safe from harm (voluntary part of the Childcare Register)	12/06/2015	02/09/2015
ensure the equipment used for childcare is safe and suitable (voluntary part of the Childcare Register)	12/06/2015	02/09/2015
take all steps necessary to ensure the health and safety of the children on the premises (voluntary part of the Childcare Register)	12/06/2015	02/09/2015
ensure that children's behaviour is managed in a suitable manner, especially at mealtimes (voluntary part of the Childcare Register).	25/06/2015	02/09/2015
make regular observations to accurately assess where children are in their learning and use information gathered to plan activities that reflect children's interests and build on what they already	20/08/2015	02/09/2015

know and can do

improve the supervision of children during mealtimes to ensure children do not share food or put their feet on the table, and ensure their behaviour is appropriate	12/06/2015	02/09/2015
ensure staff promote children's mathematical development effectively by making good use of everyday learning experiences and routines to introduce children to counting, shape recognition, problem-solving and other mathematical ideas	20/08/2015	02/09/2015
promote children's language development by using a variety of teaching techniques to help children acquire speaking and listening skills	20/08/2015	02/09/2015
ensure the needs and interests of children are known by more than one member of staff, to make sure that children's individual care and learning needs are met in the event that their key person is absent.	20/08/2015	02/09/2015
ensure children are kept safe from harm (compulsory part of the Childcare Register)	12/06/2015	02/09/2015
ensure staff are constantly vigilant of risks to babies and toddlers to make sure that hazards, such as plastic bags, thumb tacks, rubbish and unsuitable furniture, are identified quickly and removed or minimised	03/07/2015	01/07/2015
ensure that sleeping babies are monitored frequently	03/07/2015	01/07/2015
deploy staff effectively so that babies are supervised closely when they are eating	03/07/2015	01/07/2015
implement effective safeguarding procedures to protect children and staff, with particular regard to nappy changing arrangements	03/07/2015	01/07/2015
ensure that children's behaviour is	25/06/2015	07/07/2015

managed in a suitable manner, especially at mealtimes (compulsory part of the Childcare Register)

ensure the equipment used for childcare is safe and suitable (compulsory part of the Childcare Register) 12/06/2015 02/09/2015

make regular observations to accurately assess where children are in their learning and use information gathered to plan activities that reflect children's interests and build on what they already know and can do 20/08/2015 02/09/2015

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take all steps necessary to ensure the health and safety of the children on the premises (compulsory part of the Childcare Register) 12/06/2015 02/09/2015

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make regular observations to accurately assess where children are in their learning and use information gathered to plan activities that reflect children's interests and build on what they already know and can do	16/10/2015	