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Baildon House Nursery
31 Heaton Drive
Baildon
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West Yorkshire
BD17 5PQ

Our Reference EY296430

Dear Linda Maria Skirrow

Monitoring for provision judged as inadequate

An Ofsted inspector, Ann Doubleday, monitored your provision on 28/08/2015 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 31/07/2015, 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, Child Protection 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 14 August 2015.

During the monitoring visit of 28 August 2015, the inspector discussed with your deputy manager the steps you have taken to address the actions raised in the welfare requirement notice and the notice of action to improve. The inspector also observed staff working with children and looked at relevant documentation. The inspector found that a disclosure and barring service (DBS) check is in place for most staff and has been applied for the newest staff. The staff whose suitability has not been checked are always working with other staff and are not completing tasks such as nappy changing. However, you have not considered that because of the layout of the room, these unchecked staff cannot always be seen by the other staff in the room. This poses a risk to children as individuals whose suitability has not yet been confirmed are able to access children unsupervised.

As part of your safeguarding policy you have put in place a procedure to be followed

in the event of an allegation being made against a member of staff. However, this procedure does not follow the Local Safeguarding Children Board procedures and therefore represents a risk to 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.

Overall effectiveness of the improvement and outcomes for children

You have ensured that there is now always a member of staff on duty with a paediatric first aid qualification as all staff have now completed relevant first aid training. This means that children are kept safe in the event of an accident or injury.

You have now appointed a deputy manager to take charge in the absence of the manager. You have also put in place a procedure for checking the identity of visitors by requiring the deputy manager to answer the door in your absence. This contributes to the safety of the children in the setting. Access for staff to relevant documentation is now available when you are not present by providing the deputy manager with a key to the office. This contributes to the smooth running of the setting and helps to keep children safe.

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 there is a named deputy manager to take charge in the manager's absence	14/08/2015	08/09/2015
ensure the written safeguarding policy includes the full procedure to follow if allegations are made against a staff member and ensure that all staff are aware of this procedure	07/08/2015	08/09/2015
ensure that the safeguarding policy in place is in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB) particularly in relation to the action to be taken in the event of an allegation being made against a member of staff	25/09/2015	
ensure a procedure for checking the identity of visitors is established and implemented at all times in order to prevent unauthorised people entering the premises	14/08/2015	08/09/2015
ensure all required records are easily accessible and available for inspection, in particular a record of all staff qualifications, paediatric first-aid training, Disclosure and Barring Service check reference numbers and the date the disclosure was obtained, and evidence of any complaints and outcomes	30/10/2015	08/09/2015
ensure there are robust supervision arrangements that provide the staff with a clear programme of support and professional development	30/10/2015	
ensure that assessments of learning are accurate and information is used so that each area of learning and development is implemented through planned, purposeful play	30/10/2015	
ensure effective partnership working with parents by regularly exchanging	30/10/2015	

information about children's learning and development, so that there is a shared and consistent approach to supporting children's progress and achievements.

WRN - obtain an enhanced Disclosure and Barring Service check for all staff	27/08/2015	08/09/2015
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WRN - ensure that people whose suitability has not been checked do not have unsupervised access to children	27/08/2015	08/09/2015
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ensure that people whose suitability has not been checked do not have unsupervised access to children	25/09/2015	
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WRN - ensure that at least one person who is caring for children has an appropriate first-aid qualification	27/08/2015	08/09/2015
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