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Elm Lane Day Nursery
24 / 26 Church Street
DAGENHAM
Essex
RM10 9UR

Our Reference EY363213

Dear Mrs Grace Funke Akinnugba

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Cheryl Langley, carried out a monitoring visit of your provision on 05/08/2013. This visit follows on from your inspection where the provision was judged to be inadequate.

Outcome of the visit

As a result of our inspection on 15/05/2013, we sent you a welfare requirements notice.

This notice required you to ensure staff understand and adhere to the nursery's safeguarding policies and procedures, including being alert and taking appropriate action in relation to any accident, incidents or injuries that occur when children are not in the nursery, to fully protect children, Early Years Foundation Stage Safeguarding and Welfare Requirement, Child Protection 3.4; develop effective methods of risk assessment in order to minimise the risks of children accessing inappropriate areas of the nursery, Early Years Foundation Stage Safeguarding and Welfare Requirement, Risk Assessment 3.63 and ensure that all staff make every child feel safe and secure and their individual needs are met, Early Years Foundation Stage Safeguarding and Welfare Requirement Staff: child ratios, 3.27. These actions were to be met by 15 July 2013.

You were also issued with a Notice to Improve which required you to ensure staff are able to ignite children's curiosity and enthusiasm for learning and are able to build their capacity to learn and form relationships, Learning and Development 1.4; make sure staff respond to each child's emerging needs and interests, guiding their development through warm positive interaction, Learning and Development 1.9 and ensure each area of learning and development is implemented through planned, purposeful play and through a mixture of adult-led and child-initiated activity with particular reference to the organisation of resources, Learning and Development 1.9. These actions are to be met by 31 July 2013.

At the monitoring visits conducted on 17 and 18 July 2013 we found that some action had been taken. Staff have been updated on the safeguarding policies and procedures which include taking immediate action if any concerns are identified in relation to accidents, injuries or marks children sustain outside of the nursery. There was also documentary evidence to show that staff have followed up concerns with the local authority safeguarding team about children that have been in their care to make sure relevant information is recorded to protect them in the future.

Action was taken to address the risks identified at the inspection, which included making sure cots were safe for use and that a door can be closed sufficiently to make a room inaccessible if required. However, potential risks that arose at the monitoring visit were not addressed until the regulatory inspector pointed them out. This included assessing the potential risk to children when using a large paddling pool and the risk of injury to a child sleeping on the floor when other children were running around in the same area. Appropriate action was taken which included making sure there was sufficient supervision in the outside and inside area when the paddling pool was in use, that any slip hazards were dealt with as soon as possible and toys and equipment were moved out of the way from the paddling pool and surrounding area. The sleeping child was taken into another room with a member of staff. This is an area of weakness and will be monitored at the next visit. To improve the provision for unsettled children a record of settling in and transition has been developed for children changing rooms. Action plans are drawn up each day which include what the child likes to make them feel more secure and engaged.

Staff training in different aspects of learning and development have begun, which include open ended questioning to challenge children and extend their play and thinking. Managers plan to monitor staff interaction with the children to assess for effectiveness. New planning has been implemented which include seven adult led activities and choices for the children have been improved to keep them engaged with play and purposeful activities. A member of staff has attended 'Letters and Sounds' training and other areas of development have been planned for. However at the monitoring visit there was little evidence of improvement during the observation of staff interaction with the children. Resources in the main play room have been rearranged to try to encourage choice and more space in the different areas of play. A further monitoring visit was arranged.

Having considered all the evidence, the inspector is of the opinion that at this time the setting is making inadequate improvement overall.

To comply with the requirements of the EYFS the registered person must take the following action by the specified date:

- ensure staff are able to ignite children's curiosity and enthusiasm for learning and are able to build their capacity 31/07/2013

- to learn and form relationships
- ensure staff respond to each child's emerging needs and interests, guiding their development through warm positive interaction 31/07/2013
- ensure each area of learning and development is implemented through planned purposeful play and through a mixture of adult-led and child-initiated activity with particular reference to the organisation of resources. 31/07/2013
- ensure that all necessary measures are taken to minimise any identified risks to children throughout the setting (compulsory part of the Childcare Register). 15/07/2013
- ensure that all necessary measures are taken to minimise any identified risks to children throughout the setting (voluntary part of the Childcare Register). 15/07/2013
- make sure staffing arrangements meet the needs of all children and ensures their safety, with particular reference to newly appointed un-checked staff, Staff: child ratios 3.27 16/08/2013
- implement a clear and well-understood policy, and procedures, for assessing any risks to children's safety, Risk assessment 3.63 16/08/2013
- make sure children are provided with healthy, balanced and nutritious meals which keep them satiated, Food and drink, 3.45 16/08/2013
- ensure children are healthy, safe and secure, their individual needs met and that they have positive relationships with the adults caring for them, Safeguarding and welfare requirements, 3.1 16/08/2013
- provide effective supervision to support, coach and train staff to promote the interests of children, Staff qualifications, training, support and skills 3.19 16/08/2013

Overall effectiveness of the improvement and outcomes for children

At the monitoring visit on 5 August 2013 there was little evidence from observation that the actions requiring compliance by 31 July 2013 had been met. Lunch time was chaotic and disorganised. There was little observed to develop children's social skills, to enhance their understanding of appropriate behaviour in groups and to promote confidence in their abilities. This was because tasks were completed by adults while children sat at tables asking for what they wanted. When a child did attempt to demonstrate some independence and physical ability the water jug they wanted to pour from was too heavy for them and the task had to be completed by an adult. Children argued about utensils which were poorly organised. Most of the children did not want to eat the food provided and no alternative was offered. As a consequence some children only had three or four mouthfuls of plain rice for their lunch. There was no indication during this routine activity that staff had updated their knowledge and skills to engage children in a positive and purposeful way.

Staff deployment was compromised by low staffing levels, particularly during the lunch period. This is exacerbated by new members of staff attending who have yet to be vetted and are not monitored and cannot be left unsupervised with the children. As a result on some occasions one member of staff is left standing between rooms or between the inside and outside area to observe children in the different areas. This is not conducive to efficient staffing arrangements to make sure children are safe and makes it difficult for their individual needs to be met.

The systems developed to support transition and help reassure unsettled children is undermined by the high turnover of staff in a very short period of time. As a result compliance with the welfare requirement notice is not being sustained to ensure that all staff make every child feel safe and secure and their individual needs are met.

The notice to improve due for compliance by 31 July 2013 has not been met. In addition a further welfare requirement notice with a timescale for completion of 16 August 2013 is to be served as follows:

make sure staffing arrangements meet the needs of all children and ensures their safety, with particular reference to newly appointed un-checked staff

implement a clear and well-understood policy, and procedures, for assessing any risks to children's safety

make sure children are provided with healthy, balanced and nutritious meals which keep them satiated

provide effective supervision to support, coach and train staff to promote the interests of children

ensure children are healthy, safe and secure, their individual needs met and that they have positive relationships with the adults caring for them

A further monitoring visit will be completed.

Next steps

Having considered all the evidence the inspector is of the opinion that at this time:

- The setting has made inadequate progress in addressing the points for improvement and this visit has raised serious concerns about aspects of welfare and/or learning and development. The next visit will be a further monitoring visit.

If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Susan Gregory HMI
National Director, Inspection Delivery

For the attention of: Compliance, Investigation and Enforcement Team.

Reply slip

Name and Address of setting:

Elm Lane Day Nursery
24 / 26 Church Street
DAGENHAM
Essex
RM10 9UR

ACTIONS

Please complete the box below to show what you have done in order to meet the action required:

Action Required	Action Taken	Date Completed
ensure staff are able to ignite children's curiosity and enthusiasm for learning and are able to build their capacity to learn and form relationships		
ensure staff respond to each child's emerging needs and interests, guiding their development through warm positive interaction		
ensure each area of learning and development is implemented through planned purposeful play and through a mixture of adult-led and child-initiated activity with		

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particular reference to the organisation of resources.		
ensure that all necessary measures are taken to minimise any identified risks to children throughout the setting (compulsory part of the Childcare Register).		
ensure that all necessary measures are taken to minimise any identified risks to children throughout the setting (voluntary part of the Childcare Register).		
make sure staffing arrangements meet the needs of all children and ensures their safety, with particular reference to newly appointed un-checked staff, Staff: child ratios 3.27		
implement a clear and well-understood policy, and procedures, for assessing any risks to children's safety, Risk assessment 3.63		
make sure children are provided with healthy, balanced and nutritious meals which keep them satiated, Food and drink, 3.45		
ensure children are healthy, safe and secure, their individual needs met and that they have positive		

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relationships with the adults caring for them, Safeguarding and welfare requirements, 3.1		
provide effective supervision to support, coach and train staff to promote the interests of children, Staff qualifications, training, support and skills 3.19		

Name: _____

Signature: _____

Date: _____

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