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First Steps Early Years Centre
Cockayne Street North
Allenton
Derby
DE21 8JT

Our Reference EY440848

Dear Mrs Julie Williams

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Diane Stone, carried out a monitoring visit of your provision on 25/09/2013. 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 01/08/2013, we sent you a welfare requirements notice.

The notices required you to: ensure that all staff are trained to understand the safeguarding policy and procedures and can identify signs of possible abuse and neglect and respond in an appropriate way; ensure that children are appropriately supervised at all times to promote their safety and that staffing arrangements during routines, such as mealtimes, are organised so that children are not waiting for unreasonable periods of time; ensure that staff have a clear understanding of their roles and responsibilities so that children's welfare and learning and development is effectively supported; ensure that the behaviour management policy is implemented effectively to support children's understanding of what is acceptable behaviour and the expectations during activities and routines.

You were also issued with a notice of actions to improve that required you to: ensure that planning consistently covers each area of learning, takes into account each child's next stage of development and that adult led activities and resources effectively support children's learning and development; ensure that assessment is accurate in reflecting children's level of achievement and is used to identify relevant next stages of learning; ensure that the key person system is effective in identifying and supporting children's individual needs, particularly in supporting their move throughout the nursery and also in supporting their dietary requirements; ensure that support for children with special educational needs or disabilities and those who speak English as an additional language clearly identifies how their individual needs will be met to enable them to make progress in their learning and development;

ensure that there is a regular two-way flow of information with parents and carers and other settings that children attend, that information parents and carers share is used effectively to support children's needs and that parents and carers are kept up to date with their child's learning and development; ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register); ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register).

At the time of this visit the timescale for the notice of actions to improve had not been reached, however the setting had taken action to ensure the keyworker system was effective. The remaining notice of actions to improve will be assessed at the next visit. From evidence gathered at the visit on the 25 September 2013 the inspector concluded that the welfare requirement notice relating to ensuring staff understand the safeguarding policy and procedures had been met. However insufficient progress had been made to meet the remaining welfare requirement notices.

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:

- | | |
|---|------------|
| <ul style="list-style-type: none"> • ensure that there is a regular two-way flow of information with parents and carers and other settings that children attend, that information parents and carers share is used effectively to support children's needs and that parents and carers are kept up-to-date with their child's learning and development | 01/11/2013 |
| <ul style="list-style-type: none"> • ensure that there is a regular two-way flow of information with parents and carers and other settings that children attend, that information parents and carers share is used effectively to support children's needs and that parents and carers are kept up-to-date with their child's learning and development | 01/11/2013 |
| <ul style="list-style-type: none"> • ensure that assessment is accurate in reflecting children's level of achievement and is used to identify relevant next stages of learning | 01/11/2013 |
| <ul style="list-style-type: none"> • ensure that planning consistently covers each area of learning, takes into account each child's next stage of development and that adult-led activities and resources effectively support children's learning and development | 01/11/2013 |
| <ul style="list-style-type: none"> • ensure that children's behaviour is managed in a suitable manner. (Compulsory part of the Childcare Register) | 01/11/2013 |
| <ul style="list-style-type: none"> • ensure that children's behaviour is managed in a suitable manner. (Voluntary part of the Childcare Register). | 02/11/2013 |

Overall effectiveness of the improvement and outcomes for children

Through documentation used at the setting and through discussion and observation at the monitoring visit the inspector concludes that the setting has demonstrated inadequate progress in making improvements in the areas of weakness identified in the welfare requirement notice and notice of actions to improve.

The setting have been receiving support from the local authority and from other nurseries within the group to develop systems and to address the actions raised at inspection. Staff have satisfactory understanding of their role and responsibilities with regard to safeguarding policy and procedures. Safeguarding has been a regular agenda item at staff meetings.

Staff are vigilant and ensure that when the children are playing inside and outside there are sufficient staff in both areas so no child is left unsupervised. However, staff deployment in the outside area is not effective and on occasions means that children are not adequately supervised. This results in unacceptable behaviour not being challenged or managed appropriately.

The learning and development environment in the toddler room is not conducive to children's development, there is limited room for children to play and children show little interest in some of the activities. Staff add to the high noise level in this room and as a consequence children's development is not effectively supported as it is difficult to pick out individual children to determine if their individual needs are being met. Staff do support children when they are upset and are very caring towards them, trying to distract them and engage them in the activities within the room.

The keyworker systems have been re-established, all children have a keyworker and this is displayed on a notice board for parents to see. Staff buddy for other staff when they are absent, this information is also on the display board so parents are aware of whom they can speak to about their child. Dietary needs have also been considered; staff all have access to this information and therefore can ensure that children's dietary needs are met. Children with English as a second language are supported, for example redeploying staff who speak the child's home language to support a them settling into nursery.

The setting have put in place a number of systems to develop partnership with parents, a parent forum has been established, to and for books have been put in place to develop ways of communicating with parents about the child's time and nursery and home life. Monthly newsletter have been started and monthly meetings are held with the centre manager. These are all new incentives and therefore need more time to establish if they are effective.

Although the timescale for the notice of actions to improve with regard to leaning and development has not yet passed the nursery have begun to look at how staff observe and assess children's development. Planning in the pre-school room indicates how staff intend to support children's individual learning and shows that opportunities to practice skills are provided on more than one occasion. Children's learning journals show staff are confident in assessing if children's development

needs have been addressed and where development is below expected levels. Observations of children's progress are clear and focus on the skill the child is developing, next steps are realistic, achievable and link to planning. However this is less effective in the toddler room, planning does not show what staff intend to develop for individual children. Learning journals do not show children's next steps and assessment of children's learning and development are not complete. Consequently staff are not able to assess if children are progressing at expected levels. Management were not aware of this gap in assessing children's development. This will need further work to ensure the notice of action to improve is fully met for all children attending the nursery.

The next visit will be a further monitoring visit to assess if the setting has met the outstanding welfare requirement notices and notice of actions to improve and to see if they have sustained the improvements they have made.

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. 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:

First Steps Early Years Centre
 Cockayne Street North
 Allenton
 Derby
 DE21 8JT

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 that there is a regular two-way flow of information with parents and carers and other settings that children attend, that information parents and carers share is used effectively to support children's needs and that parents and carers are kept up-to-date with their child's learning and development		
ensure that there is a regular two-way flow of information with parents and carers and other settings that children attend, that information parents and carers share is		

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used effectively to support children's needs and that parents and carers are kept up-to-date with their child's learning and development		
ensure that assessment is accurate in reflecting children's level of achievement and is used to identify relevant next stages of learning		
ensure that planning consistently covers each area of learning, takes into account each child's next stage of development and that adult-led activities and resources effectively support children's learning and development		
ensure that children's behaviour is managed in a suitable manner. (Compulsory part of the Childcare Register)		
ensure that children's behaviour is managed in a suitable manner. (Voluntary part of the Childcare Register).		

Name: _____

Signature: _____

Date: _____

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