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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 05/11/2013. 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 monitoring visit on 25 September 2013 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 welfare requirement notice relating to ensuring staff understand the safeguarding policy and procedures had also been met. However insufficient progress had been made to meet the remaining welfare requirement notices.

A further monitoring visit was undertaken on 5 November 2013. The inspector concluded that all the welfare requirement notices and notice of actions to improve had been met, although further improvement was needed in some areas to ensure progress was sustained. The management of the setting need to continue to ensure staff's understanding of how children learn and develop is given high priority in order to ensure outcomes for children are good.

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

To further improve the early years provision the registered person should:

- 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
- 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

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 satisfactory progress in making improvements in the areas of weakness identified in the welfare requirement notice and notice of actions to improve.

The setting has continued to receive support from the local authority and from other nurseries within the group. The management team have worked hard to drive improvements and develop effective systems to address the concerns raised at

inspection and at the monitoring visit. Changes in the toddler room layout have had a significant impact on the atmosphere in the room, children are more engaged in the activities provided, they listen to staff and stay to completed activities, for example children listen to a story, telling the member of staff what will happen next and the names of characters in the book. As a result of these changes, there has been a significant improvement in children's behaviour.

The keyworker system has been further developed to enable staff to liaise with parents on a more regular basis though informal discussion at the beginning and end of the day and also at parent evenings. Further changes to this system will be made as new staff take on keyworker responsibilities which should continue to ensure staff are able to support their key children and parents effectively. The management team recognise this is an area that needs to be monitored closely until all new staff are in post and are familiar with their roles. The setting have already held one parents evening and have another planned. The monthly newsletter has continued to be issued and the management team report that parental feedback from this and parents evening have been very good.

Staff supervision meetings are used to discuss peer observations and identify gaps for individual staff and the staff team's development. The setting is accessing support from the local authority and is providing internal and external training for staff to develop their knowledge and understanding about how children's learning can be fully supported through effective planning and assessment.

Learning and development has a high priority with the setting. The staff team have worked hard on improving how they record their assessments of children's development. The management team have put a new system in place where staff record children's next steps weekly, this is then used to inform the next month's planning. This is a new system and the staff team need time to see if this is an effective tool in helping them to plan for children's development. Although staff are working hard to ensure children continue to develop and progress in all areas of their learning, additional work is still needed in this area to ensure all staff do this and that they are able to maintain the progress they have made. The system for planning and assessment is still not sufficiently developed to ensure all children's learning is fully supported to enable them to progress to their fullest potential. However, the management team are fully aware of the progress they have made and what still needs to be achieved in order for all children to receive a high quality education. The setting needs to continue to demonstrate that further improvement can be made to how they record children's development and demonstrate that this is sustainable. This will then ensure good outcomes for children.

The next visit will be a further monitoring visit to assess if the setting have sustained the improvements they have made and continued to drive improvement in meeting children's learning and development needs.

Next steps

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

- The setting has made satisfactory progress in addressing the points for improvement. The next visit will be a further monitoring visit.

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

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 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		

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Name: _____

Signature: _____

Date: _____

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