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St Pauls Pre-School  
Fair Oak Road  
Eastleigh  
Hampshire  
SO50 8LQ

Our Reference 109811

Dear Mrs Christine Mary Derin

### **Monitoring for provision judged as inadequate**

An Ofsted inspector, Diane Burt, monitored your provision on 11/02/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 15/05/2013, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

The welfare requirements notices required you to take action to improve your childcare service. We required you to take action to 'ensure that risk assessments identify aspects of the environment that need to be checked on a regular basis, when and by whom these aspects will be checked, and how the risk will be removed or minimised' , 'improve arrangements for self-evaluation and the supervision of staff who have contact with children and families by providing regular opportunities for mutual support, teamwork and continuous improvement' , and 'take steps to ensure children's behaviour is managed effectively and in a manner appropriate for their stage of development and individual needs'.

You were also issued a notice of action to improve. The actions you were set are included at the end of this letter.

An inspector visited you on 11 November 2013 to monitor your progress.

Following this monitoring visit and having considered all the evidence, the inspector is of the opinion that you have made satisfactory improvement overall.

In relation to the welfare requirements notice, risk assessments are completed both generally and for each piece of equipment. Daily risk assessments are also completed; and members of staff have received training in relation to behaviour management and the policy is clear about what is not acceptable. However, although management are now meeting with staff the focus is on development that staff want

rather than appraising staff, which still does not happen.

In relation to the notice to improve, staff assess children's interests and at what stage they are at in the areas of learning. This information is used to plan enjoyable and challenging activities for children.

An inspector visited you on 11 February 2014 to monitor your progress.

Through documentation, discussion and observation at this visit the inspector concludes that you have taken prompt and effective action in regard to the welfare requirements notice and most of the actions.

In relation to the welfare requirements notice, risk assessments are continued to be completed regularly and if anything changes or new equipment arrives it is risk assessed before use. Daily risk assessments are completed on the premises and grounds of the pre-school.

Behaviour training has been given to all staff and some staff are attending an external course on positive management of behaviour.

Appraisals with staff are completed and staff now do consider what further training and identify, along with management, what they want to do in the way of continuous professional development.

Meetings have also been planned with staff, while children are not at the setting, to look at developing further good practice.

You have liaised with the early year's development worker to further enhance your practice.

In relation to the notice to improve it was clear that staff continue to discuss with parents and observe children. Also with the help of a software programme you are able to input staff observations of what the child is doing and this will help generate what their next steps are. However it is not clear yet as to how this information is used to plan and monitor challenging and enjoyable experiences for each child in all areas of learning and development.

It was also evident at the visit that not all children's needs were being met all the time and this is to be considered when ensuring all children are engaged in activities and appropriately challenged in their learning.

A further monitoring visit will be conducted.

Having considered all the evidence, the inspector is of the opinion that the setting has taken prompt and effective action to address the points for improvement.

### **Next steps**

The next step will be further monitoring.

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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

Nick Hudson  
National Director, Early Education

## Actions

Action	Due date	Closed date
make sure that each child's next steps are derived from a clear understanding of their level of achievement and that all children are engaged in activities and appropriately challenged in their learning	15/07/2013	
make sure that each child's next steps are derived from a clear understanding of their level of achievement and that all children are engaged in activities and appropriately challenged in their learning	15/07/2013	