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Acorn Academy Day Nursery  
211 Lincoln Road  
PETERBOROUGH  
PE1 2PL

Our Reference EY453516

Dear Mohammed Haseeb

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

An Ofsted inspector, Lesley Barrett, monitored your provision on 13/02/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 04/10/2013, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

The welfare requirement notice required you to address the following:

ensure that all practitioners have the necessary qualifications, training, skills and knowledge to provide them with a clear understanding of their specific roles and responsibilities and that the recruitment procedures is rigorous and robust.

A notice to improve was also issued which required you to address the following;

designate a practitioner who has completed a child protection training course to take the lead responsibility for safeguarding children in the nursery and ensure that such a person is available at all times to provide support, advice and guidance to any other practitioners on an on going basis, and on any specific safeguarding issue as required.

provide regular, effective supervision for all practitioners to provide support, coaching and training and create a culture of teamwork and continuous improvement to ensure children make progress and practitioners feel valued and listened to

ensure that staffing arrangements meet the needs of the child and that staff deployment is effective

assign a key person to each child as they start attending the setting and ensure that parents and practitioners are aware of who this is and what their role involves.

prevent the spread of infection by ensuring that fresh drinking water for children is hygienically offered and children do not share drinking cups.

ensure that a named practitioner, responsible for behaviour management has the necessary skills and expertise to advise other practitioners and access professional support when needed

take reasonable steps to ensure the safety of children on the premises in the case of fire or any other emergency, for example, by ensuring that all children are aware of, and have practised, the emergency evacuation procedure so that they know what to do in the event of an emergency.

ensure that on-going assessment does not entail prolonged breaks from working with children or excessive paperwork but is effective, and is used to shape learning experiences for each child so that they make good progress.

monitor the quality of the educational programmes to ensure that practitioners are accurately tracking and evaluating children's learning and development.

consider the individual needs, interests and stage of development of each child on entry to the nursery to ensure that planning for their early progress is effective and accurate

ensure a language rich environment offers all children a diverse range of words relating to their play and learning, for example, by reflecting this in labelling and signage around the nursery in children's home languages as well as in English.

A monitoring visit took place on 09 December 2013 and confirmed that you had made satisfactory progress in some areas. A named deputy was in place and additional training had been identified to ensure that practitioners have the necessary qualifications, training, skills and knowledge for their specific roles. Robust recruitment procedures were in place to ensure that children are appropriately safeguarded and systems had been introduced to ensure that practitioners receive supervision every 6 weeks, and an appraisal system was being implemented.

Staffing arrangements met the needs of children and practitioners were effectively deployed. Each child was allocated a key person when they start at the setting and parents are introduced to their child's key person. Children's health and safety was promoted as regular fire drills are practised. To prevent the spread of infection children were encouraged to dispose of any used cups in the relevant container.

The inspector found that some progress has been made in respect of the learning and development requirements. Although the quality of teaching was variable and activities were not always successfully planned so that they challenged children's learning. Practitioners were also beginning to provide a language rich environment by labelling different play area's in children's home language.

A further monitoring visit took place on 13 February 2014. Through documentation used at the setting, through discussion and observations at the monitoring visit the inspector concludes that the setting have taken prompt and effective action in sustaining the improvements identified at the last visit. The inspector also found that the areas requiring further development as a result of the last monitoring visit had been appropriately addressed to improve outcomes for children.

Changes to the staffing within the setting has impacted upon the progress made. The new deputy manager has a sound understanding of the way in which children learn and is able to work closely with the manger to ensure that all staff receive guidance and effective role models to help them improve their practice.

Throughout the monitoring visit the inspector noted that children's individual needs and interests were appropriately met. A pre-school child who finds it difficult to sit in group situations was able to play separately and their individual needs met by their key person, who through discussion demonstrated a clear understanding of the child's needs and the systems being put in place to support the child's development.

A child with English as an additional language was unsettled during the visit and the deputy manager who is the child's key person used his home language to reassure him that his mummy would return soon. Key words and phrases had been learnt and were also passed onto the other staff member working alongside her to help the child settle.

A new process for recording observations, which means less repetitive work for staff has been introduced. Observations are made, the characteristics of effective learning are identified and highlighted by staff. From this information an analysis of the learning taking place is made and the next steps for the child's learning is identified, which feeds into the planning. Additionally a new tracking system to show how children progress through the Early Years Outcomes has been introduced. Staff spoken to during the monitoring visit reported that they were finding this system more manageable than the previous system. The deputy manager discussed that she would be monitoring children's individual files to ensure that staff were supporting their key children appropriately.

During the monitoring visit whilst observing outdoor play it was noted that younger/less able children were not always supported appropriately by a member of staff when using the bridge. This was discussed with the manager at feedback and an updated action plan was subsequently received which highlighted that staff are to monitor children playing on the bridge at all times.

The next visit will be a full inspection.

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.

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**Next steps**

The next step will be a full inspection.

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
ensure that there is named deputy who is capable and suitably qualified to take the place of the manager when necessary	06/12/2013	09/12/2013
designate a practitioner who has completed a child protection training course to take the lead responsibility for safeguarding children in the nursery and ensure that such a person is available at all times to provide support, advice and guidance to any other practitioners on an ongoing basis and on any specific safeguarding issue as required	06/12/2013	09/12/2013
ensure that staffing arrangements meet the needs of the child and that staff deployment is effective	25/10/2013	09/12/2013
ensure that ongoing assessment does not entail prolonged breaks from working with children or excessive paperwork but is effective and is used to shape learning experiences for each child so that they make good progress	25/10/2013	09/12/2013
ensure that a named practitioner responsible for behaviour management has the necessary skills and expertise to advise other practitioners and access professional support when needed	06/12/2013	09/12/2013
provide regular, effective supervision for all practitioners to provide support, coaching and training and create a culture of teamwork and continuous improvement to ensure children make progress and practitioners feel valued and listened to	06/12/2013	09/12/2013
monitor the quality of the educational programmes to ensure that practitioners are accurately tracking and evaluating children's learning and development	06/12/2013	12/03/2014
consider the individual needs, interests and stage of development of each child on entry to the nursery to ensure that planning for their early progress is effective and accurate	25/10/2013	12/03/2014

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ensure that children's behaviour is managed in a suitable manner (compulsory part of the Childcare Register).	25/10/2013	13/03/2014
ensure that children's behaviour is managed in a suitable manner (voluntary part of the Childcare Register).	25/10/2013	12/03/2014
ensure that children receiving childcare are kept safe from harm (compulsory part of the Childcare Register)	25/10/2013	12/03/2014
ensure that children receiving childcare are kept safe from harm (voluntary part of the Childcare Register)	25/10/2013	12/03/2014
ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (compulsory part of the Childcare Register)	25/10/2013	12/03/2014
ensure that no individual who is unsuitable to work with children has unsupervised access to a child receiving childcare (voluntary part of the Childcare Register)	25/10/2013	12/03/2014
develop effective systems to ensure that the registered person, the manager and any person caring for, or in regular contact with, children has skills and experience suitable for the work (compulsory part of the Childcare Register)	25/10/2013	12/03/2014
take reasonable steps to ensure the safety of children on the premises in the case of fire or any other emergency, for example, by ensuring that all children are aware of and have practised the emergency evacuation procedure so that they know what to do in the event of an emergency.	25/10/2013	12/03/2014
ensure that no one can enter the premises without the knowledge of a person who is caring for children on the premises (voluntary part of the Childcare Register)	25/10/2013	12/03/2014
assign a key person to each child as they start attending the setting and ensure	25/10/2013	05/03/2014

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that parents and practitioners are aware of who this is and what their role involves

prevent the spread of infection by ensuring that fresh drinking water for children is hygienically offered and children do not share drinking cups 25/10/2013 12/03/2014

develop effective systems to ensure that the registered person, the manager and any person caring for, or in regular contact with, children has skills and experience suitable for the work (voluntary part of the Childcare Register) 25/10/2013 12/03/2014

ensure that no one can enter the premises without the knowledge of a person who is caring for children on the premises (compulsory part of the Childcare Register) 25/10/2013 12/03/2014