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Plumstead Day Nursery
Plumstead Children's Centre
Purrett Road
London
SE18 1JW

Our Reference EY392715

Dear 4 Children

Monitoring for provision judged as inadequate

An Ofsted inspector, Linda du Preez, monitored your provision on 09/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 31/10/2013, we sent you a welfare requirements notice. The actions you were set are included at the end of this letter.

You were issued with a welfare requirements notice that required you to ensure children are well supervised at all times; improve the system for security in the setting by ensuring that all visitors' identification is checked before entry and that children are not able to leave unsupervised; share safeguarding practices with parents so that they are informed of the importance of the procedure for checking any unfamiliar visitors to the setting, to keep children safe; and improve knowledge and understanding of risk assessment in order to effectively identify risks to children's safety and how risks will be removed or minimised. You were also issued with a notice to improve, which asked you to ensure that staff work together as a team to care for the children and are deployed adequately to meet the needs of the children, keeping them safe, indoors and outside.

At the first monitoring visit on 6 February 2014, the regulatory inspector found that the welfare requirements notice and notice to improve had been met. Supervision of children appeared to have improved as you had taken action to enhance staff awareness and systems were in place to ensure that children are unable to leave the setting. The inspector found that security had improved, door alarm systems in place. The inspector found that systems to check the identity of visitors had also improved. During the first monitoring visit, the inspector found improvements to the processes for managing risk and that health and safety training had been arranged for the staff team. However, the inspector felt that further monitoring was required to establish if you could sustain the improvements already made.

Ofsted received further information relating to staff deployment and behaviour management, which was investigated at the second monitoring visit.

At the second monitoring visit on 9 May 2014, the regulatory inspector found that you had not successfully sustained improvement. The inspector found that although you conduct risk assessments and identify some hazards, this information is not shared across the provision to minimise risk to all children. During the visit the inspector observed children coming in and out the outside play area with a door blowing open and closed. This door presented a risk of closing on the children's hands. The inspector discussed her concern with a member of staff, who stated that a child had recently been injured in another room due to a similar door, leading to the same area, closing on their hand. The inspector looked through accident records and found that staff and management failed to respond to this accident in order to avoid a reoccurrence. We have set a welfare requirement notice, which requires you to ensure that the policy and procedure for assessing any risks to children's safety is clear and that all aspects of the environment are checked in order to remove or minimise risks across the setting.

The inspector also observed disorganised and chaotic routines at breakfast time.. Toddler and pre-school children were grouped together and staff were not deployed affectively to meet their needs. The book area was overcrowded with children clambering over one another, while other children sat alone eating breakfast for twenty minutes. On one occasion, a child ate from another child's bowl, which went unnoticed by staff. We have set a welfare requirement notice, which requires you to ensure that staffing arrangements meet the needs of all children and that children are adequately supervised at all times with particular regard to morning and lunch time routines. The inspector also noticed that staff failed to teach children about how to behave appropriately. On several occasions staff said to children 'stop it' and 'don't do that' without explaining what they mean. Consequently, children were not being taught what is expected of them. Furthermore, the inspector observed staff telling children not to do things, then staff not noticing when children ignored them and carried on. This ineffective approach to managing children's behaviour limits children's social development and preparation for starting school. We have set a welfare requirement notice, which requires you to implement an effective behaviour management policy, and procedures and ensure that the person responsible for behaviour management has the necessary skills to advise other staff on behaviour issues and to access expert advice when necessary. In addition, children who have special educational needs, are not fully supported and reasonable adjustments have not been made for them. This means that these children make limited progress, due to the lack of support and intervention. A notice to improve has been issued, which requires you to implement an effective policy, and procedure, to promote equality of opportunity for all children attending, including support for children with special educational needs or disabilities to ensure that all children's individual needs are met.

Having considered all the evidence, the inspector is of the opinion that the setting has not taken prompt and effective action to address the points for improvement.

Our Reference EY392715

Next steps

The next step will be further monitoring.

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 staffing arrangements meet the needs of all children and that children are adequately supervised at all times with particular regard to morning and lunch time routines	20/05/2014	
implement an effective behaviour management policy, and procedures and ensure that the person responsible for behaviour management has the necessary skills to advise other staff on behaviour issues and to access expert advice when necessary	27/05/2014	
ensure that the policy and procedure for assessing any risks to children's safety is clear and that all aspects of the environment are checked in order to remove or minimise risks across the setting	20/05/2014	
implement an effective policy, and procedure, to promote equality of opportunity for all children attending, including support for children with special educational needs or disabilities to ensure that all children's individual needs are met.	27/05/2014	