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Home from Home Nursery
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Our Reference EY396156

Dear Claire London Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Brenda Flewitt, monitored your provision on 07/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 17/02/2014, we sent you a notice to improve. The actions you were set are included at the end of this letter.

During the monitoring visit the inspector discussed with you the steps you have taken to address the actions raised in the notice to improve. The inspector spoke to you, individual members of staff and a representative from the local authority. She observed children's activities and interaction between staff and children. The inspector looked at your action plan, samples of children's progress records and your safeguarding policy.

The inspector found that you have developed an appropriate action plan to address the issues raised at your last inspection and have introduced systems to evaluate the quality of practice. This has enabled you to identify how to address the areas for improvement identified at your last inspection and to plan for ongoing improvement. You have welcomed support from the local authority. You have been active in making contact with external agencies to try to book training for staff, and to request support for implementing new systems.

You have introduced an additional element to the assessment system to help staff plot children's stage of development and plan for their progress. Staff are now completing an Individual Play Plan (IPP) for each child, which helps them identify the next steps in children's learning. They have started to use their observations to promote children's individual progress, which includes involving parents. You explain that there is to be a monthly staff meeting, where key persons will come together to use the IPP's to plan appropriate activities to support children's progress. While it is difficult at this time to fully assess the impact these actions have, you demonstrate

that you are taking effective action to ensure that the play experiences are based on children's individual needs

The key-person system has been strengthened. Each child has a key person who is responsible for coordinating their progress records. Key persons now have two 'buddies', who also have regular contact with the child. These members of staff can step in for the main key person in their absence to continue to promote the child's progress. Staff report that the IPP system is having a positive effect in helping staff to know the children well as individuals. It is enabling them to support their learning more effectively.

You have reviewed adult-led group activities, particularly looking at the length of time children are expected to concentrate or stay in one place. Staff now plan the activities according to individual children's developmental needs. They are mindful of the children's age and stage of development and adjust the challenge and timing appropriately. This is having a positive effect on children's behaviour as they now have more choice about when to move on to a different activity. You have planned a staff meeting this month to discuss the behaviour management policy. You say this will include a training session to develop staff's awareness of how to manage challenging behaviour consistently. You have also made contact with a training organisation to source external training for staff in behaviour management. You are waiting for confirmation of places available.

As part of your self-evaluation, you have introduced peer-on-peer observations. Staff are now actively evaluating one another's practice in order to recognise strengths and identify any areas for development. You are also monitoring staff effectiveness by carrying out observations of staff yourself, as they work with the children. You plan to use all these observations as part of supervision meetings in order to promote personal development for each member of staff. Staff evaluate activities and how children use the play equipment so that they can make adaptations to meet children's needs. Staff speak with parents on a regular basis. You are aware that ideas to seek parents' views of the provision are yet to be implemented.

You have reviewed the safeguarding policy by referring to appropriate documents and the details and procedures meet requirements. The policy now includes a section about responding to any allegations against staff. This helps to improve systems that promote children's safety and welfare.

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 a full inspection.

Our Reference EY396156

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 all staff understand and implement age appropriate behaviour management strategies, so that children learn how to behave and manage their behaviour for themselves	15/03/2014	
foster a culture of continuous improvement by developing self-evaluation systems to identify and address key weaknesses, to include the opinions and views of the staff, children and parents	15/03/2014	
improve the key person system to ensure that every child's care and education is tailored to meet their needs and that an adult who knows the child and family well is always available	15/03/2014	07/05/2014
update the safeguarding policy to be in line with guidance and procedures of the relevant Local Safeguarding Children's Board.	15/03/2014	07/05/2014
improve staff's knowledge of the learning and development requirements so that they implement planned, purposeful play experiences that are based on children's individual needs and challenge them to progress to the next steps in their learning in all areas, in partnership with parents	15/03/2014	