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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 06/06/2014 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.

The welfare requirements notice 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 you had made some improvements. 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, due to the door alarm systems in place. The inspector found that systems to check the identity of visitors had also improved. The inspector found improvements to the processes for managing risk and you had organised safety training 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 conducted risk assessments and identified some hazards, staff did not share information 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. You were issued with 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. At the third monitoring visit on 6 June 2014, the inspector found that you had improved the arrangements for risk assessments. Safety hooks have been fitted to doors to keep them securely hooked back and prevent injury. Staff are given more time to conduct initial risk assessments in the morning and records are now kept outside the manager's office. This new system allows staff more time to check for hazards and enables the manager to oversee the consistency of the procedures. Consequently, staff are clear about their roles and the nursery is more organised and safe for children.

At the second monitoring visit, the inspector 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. You were issued a welfare requirement notice, which required 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 lunchtime routines. The inspector also noticed that staff failed to teach children about how to behave appropriately. You were issued with a welfare requirement notice, which required 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. At the third monitoring visit, the inspector found that you had observed staff and reflected on the effectiveness of routines. You compiled detailed action plans to drive improvement. Furthermore, you have provided training and support to help staff improve their practice. Children are no longer grouped together for meals and the routine has become more organised and calm as a result.

At the second monitoring visit, the inspector found that support for children with special educational needs was lacking. A notice to improve was issued, which required 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. At the third monitoring visit, the inspector found that you have sought support and intervention from the local authority. Children now receive one to one support when needed and staff use positive strategies to support them. Consequently, children are beginning to develop improved communication skills and make progress in their social development.

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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.

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**

<b>Action</b>	<b>Due date</b>	<b>Closed date</b>
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	06/06/2014
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	06/06/2014
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	06/06/2014
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	06/06/2014