



Buxton Nursery

24/06/2020

Dear Parents and Carers,

We have been notified that our recent Ofsted visit report is now ready to view online, we wanted to make you aware of this but also wanted to share some information with you regarding the outcome of the inspection.

Ofsted carried out the inspection on Tuesday 3rd March, it was a very long day with the inspector Caroline Clarke arriving at 9:15am and leaving at 6:55pm!

Unfortunately things didn't go entirely as we would have hoped - despite a truly wonderful start to the day there were 2 specific issues that the inspector had regarding Safeguarding. She felt that these were breeches in relation to our policy and as a result she judged the leadership and management aspect of the inspection framework as inadequate - this judgement impacted on the personal development aspect and she also graded this area as inadequate. The other two areas (Quality of Education and Behaviours and attitudes) could then not be judged as higher than Good despite the exemplary practice observed. Unfortunately this results in an overall judgement of inadequate.

In theory this news should have been shared a long time ago but with the Covid-19 virus things have been delayed. Our original idea was to invite parents into the setting to come and talk to us about the inspection - we put this idea on hold when the country went into lock down. We really want to be open and honest about this situation as much as we can so urge you to please get in touch with us if you would like more information from us.

I'm sure you can imagine the impact this has had on us as a team. Time has helped but I am still devastated and have experienced every emotion possible over the last few months. I have however been truly comforted by kind words from some parents and lovely staff from Buxton Infant School who became aware that I was not happy with the outcome. The day of and the day after the inspection 2 parents told me they didn't care what the outcome was - to them we are outstanding and they wouldn't send their children anywhere else and I cannot begin to tell you how much that meant (of course I had a little cry!). The lovely ladies work so hard and there was nothing that the inspector could fault in relation to teaching and learning delivered in the setting. She attended a team meeting and was very impressed with the planning systems in place and praised the reflective caring approach the ladies adopt. She was also very impressed with the joint observations carried out and the practice observed

during the learning walk. During the feedback at the end of day she acknowledged there are strengths within the Leadership and Management and in particular praised our supervision processes. She also acknowledged that staff provide opportunities for children to develop their confidence and their communication and language skills and also that staff use what they know about children's experiences outside of the setting to broaden their knowledge.

All staff, myself included undertake regular training in relation to safeguarding - my latest training 'Safeguarding for managers and designated leads' was on 14th February and I also attended 'The effects of Parental Conflict' on 7th March. All staff have completed at least an introductory level of safeguarding training, Prevent duty training and many have completed training in relation to FGM and County Lines. I am telling you this because Safeguarding is our highest priority and unfortunately the outcome of the inspection does not reflect this at all.

As a result of the specific issues the inspector identified we have introduced 2 forms to change the method in which we gather information regarding pre existing injuries that children may have before coming to nursery and also the way we document conversations and any concerns to ensure that actions taken are fully recorded. We were already documenting injuries/conversations/concerns we just hadn't continued the process by asking you to sign and date these documents. You will have probably noticed prior to the partial closure that we were asking you to sign and date these forms, this is a result of the inspectors concerns. We have also redesigned our registration form to include more questions for example - we will be asking families if they are receiving any support from social care. These new controls will mitigate any future risk in this area.

I hope you will agree that all the ladies work hard to develop relationships with all our families - one of the reasons that we have not continually asked you to sign forms is because we were very aware of how this could potentially impact on you and on our relationships and because we know you all so well we felt the records we were keeping were sufficient. Obviously with hindsight we wish we had done things differently.

We spent a lot of time deciding whether we wanted to appeal this outcome, after a week we eventually decided that our efforts would be best placed in continuing to move forwards however when we received the draft inspection report we changed our stance again and decided to make a complaint - we had a response to this in April and our complaint was not upheld and the judgement of inadequate remains. We were not expecting for the judgement to change and whilst this really isn't the outcome that we hoped for (or that I feel we truly deserve) we have decided to turn the situation upside down, be as positive as we can and focus on what we can do to improve and continue providing the high quality care and education that we always strive to.

The changes we have made should more than satisfy the concerns the inspector had in relation to safeguarding and we welcome the opportunity to share our practice once again when we are re-inspected later this year (this should be within a 6 month period but there will be delay due to the partial closure period so we don't know when the re-inspection will take place).

A judgement of inadequate can have funding implications for us. When the Derbyshire Early Years team/coordinator is officially notified of our outcome a sanction may be placed on us which means that until we are re-inspected and awarded a higher judgement we will be unable to process new claims for funding for 2, 3 and 4 year olds - please come and speak to me about this as we are hopeful we will be able to solve this as promptly as we can. I am also hoping that there might be some flexibility regarding this due to the complicated situation we have found ourselves in over the last few months.

The coronavirus situation has delayed things quite significantly - the outcome had to remain confidential until the report was published. The delay has been very frustrating for all the ladies, we had a staff meeting on 18/03/2020 and all the ladies myself included were concerned about the potential impact this outcome could have for us - mostly because we really don't want it to affect our relationships with you.

All we can do is appeal for you to continue working with us and to get in touch with me if you have any questions. I will do my absolute best to answer them as honestly as I can.

We have overcome the emotions that we felt the week of the inspection but they resurface from time to time and I am sure things will feel very raw once again as news starts to spread.

It only seems right to now express a heartfelt thank you to all our families for their support over the years. Hopefully we will continue to provide care for your children but we will support you and respect any decisions that you make regarding future childcare arrangements,

Kind Regards as always,

Laura Bowers