

Improvement Action Plan

Appendix C

Name of Setting: Danestone ELC

Areas for improvement	Action required	Stakeholders & timescale	Desired outcomes for children	Evidence and review/confirmed completion	RAG Rating
How good is our care, play and learning? 1.1 Nurturing care and support & 1.3 Play and learning					
<ul style="list-style-type: none"> The provider, manager and staff should ensure children's overall wellbeing is supported through effective use of personal planning. To ensure children are nurtured and supported through their daily experience, the provider, manager and staff should ensure that mealtimes are a relaxed and unhurried experience that meets the individual needs of children. To support children's learning and development, the provider should ensure children experience high quality play and learning relevant to their age and stage of development. 					
Review Personal Plans to ensure information collated is effective in creating continuity of care from home.	<ul style="list-style-type: none"> Change the wording of questions on the child's personal plan to be more positive and inclusive to give true reflection of the child and ensure continuity of care from home to setting. 	Management	Consistent approach in information collated and shared would ensure continuity of care for children.	Copy of new format shared with staff and saved on drive for future use. 12/9/25	
	<ul style="list-style-type: none"> Meet with parents to update personal plans to the new format. Each family will attend a 10 minute family consultation with child's key worker to update Personal Plan 	All staff 3 months		New Personal Plans for all learners.	
To ensure the lunch experience for all children is a relaxed and unhurried experience.	<ul style="list-style-type: none"> Audit of current lunch time procedures through observations by ELC team. 	All staff	Relaxed and enjoyable lunch experience for all children.	Mindmap - collating information from observations and creating a setting expectation for lunch experience. Ongoing Update EBook	

KEY:

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	<ul style="list-style-type: none"> Audit of learner experience - gather children's views on their lunchtime experience to help with improvement. 	Management Children		Create a mindmap using child voice to evidence experience and suggestions for improvement. Update EBook!	
	<ul style="list-style-type: none"> Collate staff observations and child's voice to pull out main areas of concern to then make adjustments to the lunch time process. Share any lunch procedure adjustments/changes with all staff. 	All staff Children Management		Record Information in the 'You said, We did' format within the EBook	
Ensure staff have sufficient knowledge and understanding of child development and how to support children's learning.	<ul style="list-style-type: none"> Scheduled staff meetings will be used as an opportunity to gather information and identify areas of focus for team development around child development. 	Management	Children will be supported by reflective staff who endeavour to provide quality learning experiences. Children's learning experiences will be catered to their individual needs, preferences, age and stage of development. Children will have the opportunity to experience stimulating and inviting	Quality Assurance Calendar Minutes of Staff Meetings	
	<ul style="list-style-type: none"> Schedule peer on peer observations for particular areas of focus which will be identified by team prior to observation. Create observation format to be completed during the peer observation, time will then be given to allow peer feedback which will then be followed up by the SEYP and areas for development shared with the wider team. 	Management All Staff		Quality Assurance Calendar Completed Observation forms Forms uploaded to EBook	

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	<ul style="list-style-type: none"> Offer further staff training opportunities for staff to deepen their understanding of aspects of play and learning, such as schemas as well as appropriate ways for staff to extend/expand children's interests. 	Management	learning experiences based on their interests.	Staff Training Records Staff evaluations and reflections collected and shared (anonymously) within EBook	
	<ul style="list-style-type: none"> Discuss possible training on quality interactions with Locality lead. 	Management Locality Lead			
	<ul style="list-style-type: none"> Arrange networking with other settings for staff specifically with settings performing well within play & learning to support and develop understanding further. 				
How good is our setting? 2.2 - Children experience high quality facilities					
<ul style="list-style-type: none"> To support children's development needs and learning, the provider should ensure there are appropriate areas, resources and materials to support children's interests, creativity, and curiosity. 					
Ensure children consistently have access to a wide variety of high-quality, stimulating resources that support creativity, exploration, and learning through play	<ul style="list-style-type: none"> Conduct a full audit of current resources in targeted areas - creative and construction area. Make use of Circle Framework documentation to support audit (Up Up & Away ELC - Literacy rich environment tool) 	Management Staff Team	Children will have access to resources and experiences that contribute to the development of their curiosity, literacy and creative skills	Completed Audit documentation - evidenced in the Ebook	

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	<ul style="list-style-type: none"> Gather children's voice through observations and discussions 	Children Keyworkers		Mindmaps showing children's voices	
	<ul style="list-style-type: none"> Research and source sustainable, diverse materials through reaching out to local community (e.g. natural, recycled, open-ended) 	Keyworkers Management		Evidenced with pictures within the EBook	

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	<ul style="list-style-type: none">Create a wish tree in the nursery for families to support the setting with donations.	Management		Evidenced with pictures within the EBook	
	<ul style="list-style-type: none">Reorganise and label areas to improve accessibility and independence	All staff		Seen within the nursery setting.	
	<ul style="list-style-type: none">Develop a rotation system to keep areas fresh and engaging	All Staff Children		Resources rotated regularly and documented	
	<ul style="list-style-type: none">Provide staff training on resource-rich environments and loose parts play.	All Staff School Staff to support training		EBook evaluations SeeSaw posts showing children engagement	
How good is our leadership? - 3.1 Quality assurance and improvement are led well					
<ul style="list-style-type: none">To ensure quality care and experiences for children, the provider should ensure effective quality assurance and self-evaluation is in place.					
Embed robust quality assurance and self-evaluation processes to improve care and experiences for children to create a culture of continuous improvement through inclusive feedback, consistent staff support, and effective monitoring.	<ul style="list-style-type: none">Develop and implement a self-evaluation calendar aligned with HGIOELC and Care Standards.	Management	Through the development and use of robust quality assurance and self-evaluation procedures will ensure children experience quality care and learning.	Quality Assurance Calendar	
	<ul style="list-style-type: none">Introduce feedback mechanisms for children, families, and staff (e.g. surveys, suggestion boxes, focus groups)	Management All Staff Families Children		Room displays showing - 'You said, We did'	
	<ul style="list-style-type: none">Staff observations and support meetings scheduled as part of quality assurance processes to highlight good practice and areas for development.	Management All staff		Quality Assurance Calendar	

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	<ul style="list-style-type: none"> Create format to record meetings, discussion and areas for improvement 				
	<ul style="list-style-type: none"> Create an improvement plan with clear targets to share with all staff which shows progress. Include improvement discussion as a standing item on staff meetings to ensure regular updates. Display improvement plan within the setting. Track improvements via the EBook 	Management All staff		Improvement Plan EBook	
How good is our staff team? – 4.3 Staff deployment					
<ul style="list-style-type: none"> To continue to ensure children's wellbeing, learning and development, the provider should support staff in furthering their reflective practice by encouraging them to make connections with training, skills development and the impact their practice has on outcomes for children and families in the setting. 					
For staff to further develop understanding of and practices around reflective practice.	<ul style="list-style-type: none"> Make use of staff training records and existing knowledge to identify areas of strength/knowledge in the team that could be used to support the wider staff team. Build in time into staff meetings to allow staff to share knowledge and support others. Staff will be encouraged to model/scaffold skill for wider team members to develop and extend practice. Develop an evaluation system for the team to feedback and reflect on the impact new learning/skill/understanding has had on practice. 	Management All Staff		Staff Training Log Staff Evaluation Records	

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