

Music Box Day Nursery

Alexandra House Nursery, Unit 8, The 3B Business Village, Alexandra Road,
Handsworth, BIRMINGHAM, B21 0PD



Inspection date

19 January 2015

Previous inspection date

20 February 2014

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
How well the early years provision meets the needs of the range of children who attend		Inadequate	4
The contribution of the early years provision to the well-being of children		Inadequate	4
The effectiveness of the leadership and management of the early years provision		Inadequate	4
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision is inadequate

- Safeguarding practices are not monitored well enough to ensure the premises are secure and risks are minimised to promote children's safety.
- Volunteers who work with children have not had appropriate checks to ensure they are suitable to work with children.
- The register of children's attendance is not accurately completed to ensure all staff are fully aware of which children are on the premises at any one time.
- Staff are not deployed effectively to ensure babies and young children are cared for by suitably experienced staff. As a result, these children do not receive good quality care and learning experiences.
- Children's emotional well-being is not adequately supported because the key-person approach is not effective. Not enough information is shared with parents to support children as they settle in and throughout their ongoing development.
- The provider and manager do not consistently monitor the quality of practice in order to help improve the educational programmes. Supervision arrangements are not rigorous enough in order to assess staff's performance.
- Significant weaknesses in the quality of the educational programmes and the quality of teaching means babies and younger children are not effectively supported in their learning. Staff do not plan challenging, age-appropriate activities, both indoors and outside in order to meet the individual needs of all children.

It has the following strengths

- Children in the pre-school room are provided with a range of activities to support them in their learning.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take the following enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

ensure the building is secure through monitoring the security of the nursery and outdoor area, specifically to ensure gates and doors are well maintained and kept locked to keep children safe and prevent unauthorised persons entering the premises

ensure risk assessments are effective and take all reasonable steps to remove, minimise and manage risks and hazards to protect children's safety and welfare, particularly the risks associated with trailing wires, babies in rooms that are not age appropriate and broken equipment outdoors.

To meet the requirements of the Early Years Foundation Stage the provider must:

- ensure all voluntary staff undergo appropriate checks to confirm staff's suitability to work with children
- ensure an accurate record of children's attendance is maintained
- ensure all staff are deployed effectively so that babies and young children are provided with age-appropriate activities and are consistently offered high-quality care and learning from experienced, well-qualified staff
- ensure all children are provided with a named key person from the outset of their placement and all required information is gained from parents in a timely manner to ensure staff get to know the children and help them to settle
- ensure information gained from parents is used to identify children's starting points and continue to share information with parents to keep them informed of their children's next steps and support learning at home, to ensure their individual needs are effectively met
- ensure that performance management of staff is improved through effective monitoring and supervision to foster a culture of mutual support, teamwork and continuous improvement and to improve the quality of teaching
- use observations and assessments to accurately identify babies and children's individual next steps in learning, and use these to plan challenging, purposeful activities, across all areas of learning, that enable babies and children make the best possible progress.

Inspection activities

- The inspector had a tour of the nursery with the provider.
- The inspector observed teaching and learning activities in the indoor and outside learning environment.
- The inspector looked at a sample of policies, children's assessment records and planning documentation.
- The inspector carried out a joint observation with the manager.
- The inspector checked evidence of suitability and qualifications of staff working with children and the nursery's self-evaluation form.
- The inspector took account of the views of children, staff and parents spoken to on the day of inspection.

Inspector

Emma Daly

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is inadequate

The quality of teaching is inconsistent. Staff looking after babies and younger children do not have an adequate knowledge and understanding of how young children learn. Staff merely supervise children's play rather than getting involved to challenge and extend children's learning. For example, children sit playing with the malleable dough and staff sit at the table but do not talk to children or model using equipment to support their learning. Babies and younger children are all together in one room and this does not support babies learning because equipment and resources are not age-appropriate. Staff do not gain enough information from parents as soon as children start at the nursery about their learning and development. Accurate observations and assessments are not regularly carried out. Staff working with younger children do not have a clear understanding about what children can do or how to plan for the next steps in their learning. This means babies and young children are not making sufficient progress. They are not acquiring the skills needed to be ready for their next stage in learning. Teaching in the pre-school is better. Staff provide a range of experiences to support children's learning. They listen to children's ideas as they join in with their favourite stories and relate to past experiences. Children enjoy sand play and they use their imaginations as they look for buried treasure. Staff question children further and give them time to respond to encourage their thinking. As a result, these children are gaining some skills needed to prepare them for school.

The contribution of the early years provision to the well-being of children is inadequate

Staff do not ensure children are safe because hazards in the environment are not identified and addressed. Babies crawl around the floor picking up bits and putting things in their mouths. They use chairs to pull themselves up and staff do not show an understanding of how to effectively promote babies development. Children's emotional well-being is not assured and often babies get upset because they have not formed secure attachments with staff. New children that are settling in become very distressed and staff do not know the children well enough to provide comfort for them. Older children's physical skills are adequately promoted as they take part in exercise activities and talk about the effect exercise has on their bodies. However, staff do not plan challenging activities in the outdoor area to support and extend children's learning in all areas. Pre-school staff are good role models. They use positive praise and language to promote older children's self-esteem.

The effectiveness of the leadership and management of the early years provision is inadequate

The provider has not made sustained or effective progress in improving the provision and has failed to meet legal requirements of the Early Years Foundation Stage. This means children's learning, development, well-being and safety are compromised. Actions raised at previous inspections have not been fully met. The provider has failed to ensure risks are appropriately identified and minimised to ensure both the indoor and outdoor environments are safe. As a result, children are exposed to trailing wires, broken

equipment in the garden and the security of the premises is not good enough. Visitors are able to gain unauthorised access into the nursery and gates to the outdoor area are not secure. Furthermore, rooms where babies are being looked after do not have age-appropriate activities or equipment. Volunteers who work with children have not undergone suitable person checks to ensure they are safe to work with children. Staff have failed to ensure attendance records are accurate and are not confident with knowing which children they have in their care. These weaknesses compromise children's safety and welfare. The manager has not deployed staff effectively to ensure babies and young children are provided with good interactions to ensure their individual needs are appropriately met. The monitoring of the range of activities and the quality of teaching are not robust and so practice across the nursery is inconsistent. Monitoring of all staff's performance is not consistent to ensure all staff are supported to improve. This results in younger children not making adequate progress. Partnerships with parents are limited to daily conversations. The manager is working closely with the local authority to improve. However, any improvements made are not sustainable and clear weaknesses in practice remain.

Setting details

Unique reference number	EY456765
Local authority	Birmingham
Inspection number	962570
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	50
Number of children on roll	31
Name of provider	Sarah Jan Morsa
Date of previous inspection	20 February 2014
Telephone number	01215153500

Music Box Day Nursery was registered in 2013. It is situated in the Handsworth area of Birmingham, and is managed by a private provider. The nursery employs nine members of childcare staff. Of these, six hold appropriate early years qualifications at level 3 and one at level 2. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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