

# The Green Day Nursery

286 Pershore Road South, Kings Norton, Birmingham, West Midlands, B30 3EU



## Inspection date

24 February 2015

Previous inspection date

19 May 2011

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Outstanding	1
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 <b>does not meet legal requirements for early years settings</b>			

## Summary of key findings for parents

### This provision is inadequate

- Leaders have failed to ensure all statutory requirements are met. Recruitment procedures and records are not sufficiently robust to ensure children are safeguarded and leaders fail to ensure that hygiene arrangements are maintained.
- Self-evaluation is inaccurate. Leaders do not have a clear understanding of what the setting needs to do to improve; and there are no formal systems in place to tackle weaknesses and monitor improvement.
- Arrangements for supervision are not rigorous enough to effectively assess practitioner's performance. Leaders do not routinely monitor the quality of teaching or children's progress. Consequently, weak teaching and gaps in children's learning are not routinely identified and tackled, which impacts significantly on children's progress over time.
- Deployment of staff is ineffective. Highly-qualified staff spend too much time preparing snacks and clearing away rather than engaging children in purposeful, high-quality play and learning experiences.
- Some staff have a poor understanding of how to effectively assess and plan for the next steps in children's learning. The educational programmes lack sufficient depth and breadth to ignite all children's interest and to challenge them in their learning. Older children are not consistently engaged in purposeful activities and play that are well-matched to their differing abilities.
- Children's behaviour is not managed consistently. Consequently, some children, particularly boys, become loud and boisterous, and disrupt other children's play.

### It has the following strengths

- Babies and young children are well cared for and have their personal needs met.
- Staff are kind and caring. Parents speak positively about the care their children receive.

## **What the setting needs to do to improve further**

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

- implement robust recruitment and vetting procedures to ensure that all practitioners working with children are suitable to do so and ensure all the required information about staff is obtained and recorded
- improve staffs' knowledge and skills to ensure they effectively assess and plan for the next steps in children's' learning
- improve supervision and monitoring arrangements to ensure weaknesses in teaching and gaps in children's learning are quickly identified; and take effective action to ensure that all children make good progress in their learning
- improve staffing arrangements to ensure staff are assigned roles that are appropriate to their qualifications, skills and knowledge.
- ignite children's curiosity and enthusiasm for learning by improving the quality and range of activities and learning experiences across all areas of learning, taking into account the individual needs, interests and stage of development for each child
- implement effective behaviour management strategies to ensure children's behaviour is managed consistently well
- improve health and hygiene systems to ensure all areas of the nursery used by children for play and for food preparation, and that equipment used to store food, are well maintained and kept clean.

### **To further improve the quality of the early years provision the provider should:**

- improve the effectiveness of self-assessment to ensure leaders, staff and parents have an accurate understanding of the setting's strengths and what needs to improve
- implement well-focused plans for improvement to ensure all areas of weakness are tackled to meet statutory requirements and drive continual improvement.

**To meet the requirements of the Childcare Register the provider must:**

- implement effective systems to ensure any person on the premises where childcare is provided is suitable to work with children and which, must include obtaining an enhanced Disclosure and Barring Service check (compulsory part of the Childcare Register)
- ensure that children's behaviour is consistently well-managed (compulsory part of the Childcare Register)
- implement effective systems to ensure any person on the premises where childcare is provided is suitable to work with children and which, must include obtaining an enhanced Disclosure and Barring Service check (voluntary part of the Childcare Register)
- ensure that children's behaviour is consistently well-managed (voluntary part of the Childcare Register).

**Inspection activities**

- The inspector observed activities in the five play areas inside as well as the outside play space.
- The inspector spoke to members of staff and children at appropriate times during the inspection and held meetings with the nominated person, manager and deputy of the provision.
- The inspector carried out a joint observation with the nominated person and deputy manager.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspectors looked at children's records, planning documentation, evidence of the suitability of staff working in the provision and a range of other documentation, including policies and procedures.

**Inspector**  
Esther Gray

## Inspection findings

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

Teaching is inadequate. Some staff lack skill and knowledge in how to use observations of children's achievements to plan appropriate activities to ensure that children make progress. Staff do not accurately assess all children's starting points when the child starts at the setting. Some practitioners do not make best use of the good variety of resources to support children's learning. Consequently, children's educational and developmental progress is delayed. The next steps that children need to make in their learning are not identified and some children do not gain the skills they need to be ready for school. Staff prepare all snacks for children. They are not encouraged to sit in small groups with their key worker, practise skills such as cutting and spreading, or to talk about their experiences. Staff do not help children to develop their social skills or independence during snack times as staff prepare all of the snacks and group sizes are too large to encourage speaking and listening. Staff plan some activities to stimulate interest and excite. However, other activities are not focused on helping children to acquire relevant skills. Staff encourage children to produce a card for an event, such as Mother's Day, however, the activity is arranged in an inflexible way. This stifles the expression of children's own creative imagination.

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

Leaders and managers are unaware of all of the changes to the Early Years Foundation Stage. Staff have sound methods for assessing recognised risks to children's safety. However, staff have not taken appropriate steps to ensure that the cleanliness of the setting is being checked and maintained to secure children's good health. Children are generally happy and settled in the nursery. There are strong relationships between the key persons, parents and children. Children are developing their confidence and know who to go to if they are concerned or worried. Parents are well informed about the day's events in the nursery and procedures for administering medication are robust. Some parents provide good support in children's appreciation of diversity in the wider world. For instance, parents support cookery activities in celebration of Chinese New Year. However, parents are not sufficiently well-informed of how much progress children are making, to support children's further learning at home. Parents provide a packed lunch for their child. The provider encourages parents to promote healthy eating and children benefit from regular daily exercise, both indoors and outside in the fresh air. Some aspects of teaching are weakened because children are arranged in large groups and, as a result, some sessions become unmanageable. In these instances, children have to wait too long to participate in active learning experiences. This results in children, particularly boys, becoming bored and misbehaving.

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

Children's welfare is compromised because the suitability of some practitioners has not been properly vetted and checked by the provider. Leaders have recently revised

supervision meetings with senior staff being actively engaged, however, there is no formal monitoring of the quality of teaching and learning taking place. Some children in need of additional support are not well-supported, due to the poor organisation of staffing, space and resources. Ancillary tasks, all practitioners carry out in rotation, discourage the prioritisation of educational opportunities. Too often staff allow domestic cleaning tasks to take priority over children's learning.

## Setting details

<b>Unique reference number</b>	EY265436
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	1004349
<b>Type of provision</b>	Full-time provision
<b>Registration category</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 17
<b>Total number of places</b>	60
<b>Number of children on roll</b>	118
<b>Name of provider</b>	The Green Day Nursery (Kings Norton) Ltd.
<b>Date of previous inspection</b>	19 May 2011
<b>Telephone number</b>	0121 459 9988

The Green Day Nursery opened in 1988 and was registered under a new owner in 2003. It operates from five rooms in two buildings. The nursery is situated in the Kings Norton area of Birmingham and is open each weekday from 7.15am to 6.30pm for 51 weeks of the year. The setting is registered on the compulsory and voluntary parts of the Childcare Register. The nursery employs 21 members of staff. Of these, three hold Early Years Professional status and Teacher status, 15 hold appropriate early qualifications at Level 3, one at qualified to Level 2 and two members of staff are unqualified.

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