

Early Days Nursery

32 Reservoir Road, Edgbaston, Birmingham, West Midlands, B16 9EG



Inspection date

28 May 2015

Previous inspection date

26 November 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

- Staff are not deployed adequately and risks are not managed well enough to ensure children's safety at all times.
- Some staff do not have sufficient knowledge of the nursery's policies and procedures for whistle blowing and the use of mobile telephones. Staff do not follow procedures for accurately recording the administration of medication.
- Staff do not support children well enough because they do not clearly identify what the children's next steps in learning are; nor do they plan activities to meet the needs of individual children.
- Staff do not know if children make consistently good progress because their observations and assessments are not linked to their planning, they are variable in quality and are not always evaluated and/or completed in a timely manner.
- Leaders do not check and evaluate well enough the practice of all staff and the overall quality of the nursery's provision. Consequently, the leaders do not identify accurately the training needs of all staff, especially in respect of the learning and development requirements.

It has the following strengths

- Staff display warm and caring behaviour towards children. Children form positive relationships with each other.
- Staff establish sound partnerships with parents. They work closely with parents to support children's individual care.

What the setting needs to do to improve further

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

- improve the deployment of staff to ensure the supervision and safety of the children
- take all reasonable steps to remove, minimise and manage risks and hazards to protect children's safety and welfare
- ensure that all staff maintain a consistent and accurate written record each time medicine is administered to a child
- ensure all staff fully understand and implement consistently the nursery policies and procedures with regard to whistle blowing and the use of mobile telephones
- ensure that the observation, assessment and planning is understood and implemented consistently by all staff and that assessments of children's learning and development are accurate and used to plan for children's next steps in their learning
- ensure that the quality of teaching is consistently good by monitoring staff performance accurately with particular regard to the learning and development requirements.

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

- ensure that all necessary measures are in place to minimise any risk to the health and safety of the children in their care, with particular regard to the keeping of records of medicine given (compulsory part of the Childcare Register)
- ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (compulsory part of the Childcare Register)
- ensure that all necessary measures are taken to minimise any identified risks (compulsory part of the Childcare Register)
- ensure that all necessary measures are in place to minimise any risk to the health and safety of the children in their care, with particular regard to the keeping of records of medicine given (voluntary part of the Childcare Register)
- ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (voluntary part of the Childcare Register)
- ensure that all necessary measures are taken to minimise any identified risks. (voluntary part of the Childcare Register)

Inspection activities

- The inspectors observed the quality of teaching and the impact on children's learning both indoors and out.
- The inspector spoke to parents and took account of their views.
- The inspectors looked at records of children's progress, assessments and adults' planning documents.
- The inspectors spoke to staff and checked the staff suitability and qualifications.
- The inspector conducted a joint observation.

Inspector

Susan Crawford / Kamaljit Kaur Jandu

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 and adults' knowledge of observation, planning and assessment are weak. Staff learn about children's abilities through talking to parents and completing 'All About Me' forms when they first start at the setting. However, children's learning is not regularly assessed by all staff across all areas of learning, meaning that activities are not always linked to their individual learning needs and the next stages in their development. Some staff suitably support learning by extending older children's vocabularies. For instance, staff encouraged children to imagine what it may be like in outer space. Where teaching is better, for instance during outdoor play, children are supported to develop their mathematical thinking. Children play together during group games, developing their confidence and their use of numbers by counting.

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

The deployment of staff, particularly in the baby room and outdoors, is inadequate because staff do not ensure that children are adequately supervised. Consequently, children's safety is not well promoted. Not all staff are aware of the procedures to safeguard children with regard to whistle blowing and the use of mobile telephones. Staff do not accurately record when children are given medication. Risks to children are not addressed immediately and some hazards are not identified. Children are able to access the adult toilet which may contain potential hazards. Children are happy and settled because they form positive relationships with the staff at the nursery. A key-person system is in place. Staff develop good relationships with parents who say that their children are happy and that the staff are 'caring'. Children have friendly and caring relationships with each other and staff act as role models to manage children's behaviour effectively. Staff are supporting children to become independent. Older children are encouraged to serve themselves at meal times and they learn appropriate hygiene practices through the daily routines. Children enjoy the outdoor space and freely choose to use this area to gain fresh air and physical exercise. They confidently explore their environment and are motivated to engage in the activities available to them. Their emotional well-being is promoted.

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

Staff are appropriately qualified, with most staff holding a qualification at level 3. The leadership team supervise staff regularly and have started to monitor some of their work. However, the relatively new performance management processes are not consistently applied across the whole staff group. Leaders do not focus enough on the quality of teaching and the development of staff's understanding of how children learn. As a result, weaknesses in the quality of teaching have not been addressed and training needs for staff not accurately identified. Staff observations, their assessments and planning are not consistently monitored. The next steps in children's learning are not clearly linked to the planning of activities. There is a process to assess if children are ready

to start school; however, no children have been assessed using this tool, so staff cannot be sure if they have the skills necessary to be ready for school. Staff have an appropriate understanding of the safeguarding procedures and know what to do if they have a concern about a child. They have completed training to ensure they report safeguarding concerns promptly to the appropriate agencies. Sufficient staff have undertaken paediatric first-aid training, which enables them to provide appropriate care should a child have an accident at the nursery. Some self-evaluation has been undertaken and the leadership team have worked hard to address the actions raised at the previous inspection. However, leaders have not fully understood the requirements of the Early Years Foundation Stage. Consequently, there are breaches of both the learning and development and the welfare requirements meaning that the provision is inadequate.

Setting details

Unique reference number	227184
Local authority	Birmingham
Inspection number	1013595
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 17
Total number of places	70
Number of children on roll	55
Name of provider	Early Ventures Ltd
Date of previous inspection	26 November 2013
Telephone number	0121 456 5550

Early Days Nursery was registered in 1991 and is on the Early Years Register and the compulsory and voluntary parts of the Childcare Register. The nursery is situated in a grade two listed building in the Edgbaston area of Birmingham and is managed by a private provider. Children are cared for in playrooms based on both floors of the premises and in an annexe. There are enclosed outdoor play areas. The nursery is open each weekday from 7.30am to 6pm, all year round. The nursery employs 27 members of staff who work directly with the children. Of these, 16 staff hold appropriate early years qualifications at level 3 or above and 7 staff hold an appropriate qualification at level 2. The nursery provides funded early education for two-, three- and four-year-old children.

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