

First Steps Oldbury

Church Hall Edward Street, Oldbury, West Midlands, B68 8RH



Inspection date

Previous inspection date

26 November 2015

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- The arrangements for safeguarding are inadequate. The provider does not have robust systems in place to ensure the suitability of staff. Staff are not aware of the circumstances in which they may be disqualified from working with children.
- The minimum qualification requirements are not met, nor are the required adult-to-child ratios. Children's attendance is not recorded accurately. This means children are not cared for by enough suitably experienced staff to promote their safety and well-being.
- Children do not benefit from having a regular key person. Staff turnover is high. The nursery relies heavily on casual workers and agency staff, which does not meet children's needs, especially those of babies and younger children. Children's care and learning needs are often not known by the available staff as communication during staff absences is poor.
- Teaching is weak. Planned activities do not match individual children's learning needs. Staff do not make regular observations and assessments of children's learning and development to ensure that all children make good progress.
- Staff do not receive effective supervision, training and coaching to help improve their performance. Cover staff and agency workers are not provided with enough information so that they can fully support the children in the setting.

It has the following strengths

- Children are developing independence as they manage personal tasks, such as washing their hands before meals.

What the setting needs to do to improve further

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

	Due Date
■ implement robust recruitment systems to ensure that all staff are suitable to work with children	31/12/2015
■ ensure that in the baby room, at least one member of staff holds a full and relevant level 3 qualification and is suitably experienced in working with children under two years of age	31/12/2015
■ ensure that every child is assigned a key person and that effective arrangements are in place so that children's learning and development and continuity of care are not compromised during staff absences	31/12/2015
■ ensure that the required adult-to-child ratio requirements are maintained	30/11/2015
■ ensure that children's attendance is accurately recorded	30/11/2015
■ ensure that staff understand the nursery's safeguarding policy and procedures and are clear about when to disclose any change in circumstance which may affect their suitability to work with children	31/01/2016
■ provide appropriate support and supervision to improve staff's teaching skills and performance, including opportunities for staff to discuss any issues concerning children's learning and development	31/01/2016
■ ensure all staff regularly observe and assess children and use this information to provide challenging and enjoyable learning experiences which are based on each child's interests and next stage of learning to help children make good progress.	31/01/2016

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and registered provider. She looked at relevant documentation, such as the nursery's self-evaluation and checked evidence of the suitability of staff working in the nursery.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

Inspector

Karen Laycock

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are inadequate. Managers do not make checks regarding staff's previous employment as part of a robust recruitment procedure. This puts children at risk of harm. They do not ensure staff are clear about their roles and responsibilities to safeguard children. Not all staff know when to report a change in their circumstances which may affect their suitability to work with children. However, staff know the signs of abuse and when and where to refer any concerns they may have. The qualifications held by the baby room staff do not meet legal requirements. Managers do not ensure that there is sufficient staff to meet the required staff ratios. Records of children's attendance are not accurate, particularly when children move rooms during the day. This compromises their safety in the event of an emergency. Managers do not review staff performance and the quality of their teaching. Managers do not train, coach or provide support to staff. They do not ensure staff are equipped with the skills they need to provide quality learning and development experiences for children. Managers do not provide opportunities for staff to discuss children's development or well-being. Consequently, disabled children and those who have special educational needs, in particular, do not receive the support they require. Parents report that they receive information daily regarding the activities their child has enjoyed. They appreciate the ideas they receive to continue their child's learning at home.

Quality of teaching, learning and assessment is inadequate

Support for disabled children and those who have special educational needs is inadequate. Staff do not take action to close gaps in their learning and development. Conversation is limited in the two-year-olds' room which prevents the development of good communication and language skills. Observation and assessment of children's learning in this room is also poor. Children's starting points are not established, which prevents children's progress being checked over time. Planning is broad and is not linked to children's individual next stage of learning. Activities are not tailored to meet children's individual learning needs. In the absence of the key person, cover staff and agency staff do not have sufficient information to effectively meet children's learning needs. This means they fulfil a supervisory role rather than providing quality learning experiences. Staff in the pre-school room provide a broad range of activities based on children's individual interests. However, leaders do not support staff to seek additional support where gaps in children's learning are identified.

Personal development, behaviour and welfare are inadequate

An exceptionally high staff turnover means there is a lack of continuity of care which does not promote children's emotional well-being. This results in babies and younger children becoming unsettled and upset. Weak recruitment procedures, inaccurate records of attendance and a failure to maintain the required adult-to-child ratios puts children at risk of harm. Children enjoy healthy snacks and meals. They benefit and learn about the importance of daily exercise and the impact it has on their bodies. Children's behaviour is good. Children practise fire drills regularly.

Outcomes for children are inadequate

Children do not make good progress. They are ill-equipped for the move on to school. Gaps in learning are not identified quickly enough, and action is not taken swiftly enough to prevent these gaps from widening.

Setting details

Unique reference number	EY480750
Local authority	Sandwell
Inspection number	988758
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Age range of children	0 - 4
Total number of places	63
Number of children on roll	23
Name of provider	First Steps Oldbury Partnership
Date of previous inspection	Not applicable
Telephone number	07956352684

First Steps Oldbury was registered in 2014. The nursery employs five members of childcare staff. All hold appropriate early years qualifications at level 2 to level 5. 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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