

# Fig Tree Day Nursery

12 - 14 Mowbray Close, Frankley, Birmingham, B45 0ES



## Inspection date

14 June 2016

Previous inspection date

21 August 2014

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision requires improvement. It is not yet good because:

- The manager's system to monitor and tackle staff's underperformance is not fully effective. Staff supervision meetings are not effective enough in improving practice. Consequently, not all staff have the skills they need to effectively support children's learning and development.
- Staff do not sufficiently challenge all children to reach their full potential. They do not always use their observations and assessments effectively. More able children are not challenged by some adult-led activities. These children lose interest and are not as well prepared for future learning as they could be.
- Not all parents are aware of who their child's assigned key person is. Some parents have not been informed of when their child's key person has changed. Nevertheless, children are beginning to form strong attachments to their new key person.
- The manager's monitoring of the provision is not as good as it could be. She has limited time to manage the provision due to spending most of her time working with new staff to improve their skills and knowledge. As a result, she does not have an accurate view of what the setting does well and needs to improve.

### It has the following strengths

- Children settle quickly and happily in the nursery. Staff are enthusiastic and are rapidly getting to know the children. They are beginning to identify those children who may need more support. Babies are cuddled and soothed by very attentive staff.
- Staff promote good behaviour with positive praise and rewards. Consequently, children behave well, are forming good relationships and play well together.

## What the setting needs to do to improve further

### To meet the requirements of the early years foundation stage the provider must:

- |   | <b>Due Date</b> |
|---|-----------------|
| ■ ensure all staff have the skills they need to help children learn well by implementing effective performance management systems to ensure underperformance is tackled, and ongoing professional development of staff is supported           | 15/07/2016      |
| ■ ensure all children achieve their potential by implementing consistent practice of observation and planning for children's next steps and providing learning programmes that offer challenge appropriate to the development of the children | 15/07/2016      |
| ■ make sure that parents are made aware of who their children's key person is so that they are able to communicate with them about their children's progress and how they can contribute to their learning.                                   | 15/07/2016      |

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

- improve the monitoring and evaluation of the setting to gain an accurate view of what is done well and needs to improve. Take steps to address areas of weakness.

## **Inspection activities**

- This inspection was conducted as a result of concerns raised about the quality of welfare, learning and development of the children in the nursery.
- The inspector observed the quality of teaching and its impact on children's learning both indoors and outside.
- The inspector held meetings with the manager of the nursery.
- The inspector conducted a joint observation with the manager.
- The inspector spoke to a number of parents and took account of their views.
- The inspector looked at a range of relevant documentation, which included a selection of policies and procedures, the suitability and qualifications of staff working with children and evidence of self-evaluation.
- The inspector viewed children's learning journals and the staff's planning of children's learning and development activities.
- The inspector spoke with staff and children at suitable times throughout the inspection.

### **Inspector**

Esther Gray, Early Years Regulatory Inspector

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

The manager's weakness in performance management has led to a high turnover of staff. Consequently, there are several apprentices and students who require support to help them develop their skills. Safeguarding is effective. Leaders and managers check that new recruits have a sound knowledge of child protection and the procedures to follow should they have a concern about a child, during the interview process. All staff are suitably checked to ensure they are suitable people to work with young children. Induction procedures have been improved to ensure all staff know what is expected of them. The manager has revised the documents for the safe and efficient management of the provision to ensure the legal requirements are met. The manager has draft improvement plans in place. However, she has not involved the staff, children or consulted parents in the evaluation of the setting.

### **Quality of teaching, learning and assessment requires improvement**

Teaching requires improvement. The manager works alongside the staff to model good teaching practice. She demonstrates how to deliver activities and organises the environment to improve the educational programme. The manager's focus, particularly for children in the toddler room, is to help staff to improve children's communication and language, physical and personal social and emotional development. As a result, apprentices are acquiring the skills required to support children's developing confidence. The apprentices are also increasing their skills in identifying children with Special Educational Needs. Staff incorporate other cultures in their learning programme, which includes Spanish lessons. Where partnerships with parents are established, they share information about children's progress.

### **Personal development, behaviour and welfare require improvement**

The premises are safe and secure. All children enjoy daily opportunities to develop their physical skills while learning to keep themselves healthy and fit during outdoor play. Staff successfully support children's emotional and physical well-being with sensitivity. Staff recognise where babies are about to take their first steps and alert parents to be on the lookout for this. Babies' chuckle and laugh during creative play as they make prints using fruit and their hands, and paint their knees. Staff are developing the learning environment to ensure all areas of learning are available both indoors and outside. They have improved the routines of the nursery to allow children more choice in what they want to play with. However, not all areas are sufficiently inviting or well-resourced to always successfully promote spontaneous, independent learning.

### **Outcomes for children require improvement**

Children make typical progress in their learning and development. Children in the pre-school room are developing good number and letter recognition. However, not all children make as much progress as they could because not all are sufficiently challenged. They recognise familiar words, such as their names and some letters and the sounds that they make. Children are developing their independence in readiness for the move onto school.

## Setting details

<b>Unique reference number</b>	EY423162
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	1053443
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 7
<b>Total number of places</b>	42
<b>Number of children on roll</b>	50
<b>Name of registered person</b>	Synconium UK Ltd
<b>Registered person unique reference number</b>	RP530436
<b>Date of previous inspection</b>	21 August 2014
<b>Telephone number</b>	01214480164

Fig Tree Day Nursery was registered in 2011. It is situated in two adjoining houses in Frankley, Birmingham. The nursery is privately owned and children access an enclosed area for outdoor play. The nursery employs 11 members of childcare staff. Of these, one holds an appropriate early years qualification at level 6, one at level 5, two at level 3 and one at level 2. The nursery opens Monday to Friday, all year round. Sessions are from 6am until 7pm. Children attend for a variety of sessions.

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