

Elms Day Nursery

33 Edgbaston Park Road, BIRMINGHAM, B15 2RS



Inspection date

8 December 2016

Previous inspection date

15 July 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- Children's safety is compromised because staff do not ensure that unauthorised persons are not able to enter the premises.
- The provider has failed to notify Ofsted of a change of manager.
- Procedures to ensure that staffing arrangements meet the required staff-to-child ratios are not always effective.
- Although leaders and managers do reflect on practice, they do not do this well enough to identify weaknesses in the nursery that put children at risk.

It has the following strengths

- Managers and staff monitor the progress children make in their development effectively. This enables them to identify and plan for any gaps in children's learning.
- The quality of teaching is good. Staff skilfully play alongside children and interact with them to extend their learning. A good range of resources and activities is on offer, which children enjoy.
- Staff develop effective partnerships with parents. They provide regular updates to ensure that parents are kept informed about their child's time at the nursery. Parents are happy with the care their children receive. They say that their children enjoy attending and that staff are wonderful.

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
■ ensure that effective procedures are in place to prevent unauthorised persons entering the premises	08/12/2016
■ ensure that staffing arrangements consistently meet the needs of all children through the implementation of effective procedures to ensure that ratios are maintained and their safety is assured.	08/01/2017

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

- build on the process of self-evaluation to identify weaknesses in practice and to address these swiftly to raise the quality of the provision.

Inspection activities

- This inspection was carried out as a result of a risk assessment, following information received about this provider.
- 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 manager.
- The inspector held a meeting with the manager. She looked at relevant documentation, such as children's records and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Amanda Tompkin

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The provider has failed to inform Ofsted about a change of manager. Staff do not ensure that unauthorised persons are not able to enter the premises. Furthermore, on occasions, too many children are accepted into the nursery without the appropriate amount of staff having started their shift. This means that for a period of time the required staff-to-child ratio is not maintained and children's safety and welfare are compromised. However, staff have a good understanding of the correct procedure to follow should they have concerns about children's welfare. All staff routinely attend safeguarding training and have regular supervision meetings with managers. This provides staff with the opportunity to receive appropriate coaching and guidance to help them fulfil their roles. Staff attend regular courses across a wide range of subjects which helps to build on their good teaching skills. All staff, including agency staff, are checked for their suitability to be working with children. Managers welcome parents' views and any complaints are dealt with effectively. The management team is keen to make required changes. However, poor evaluation and monitoring of the provision has resulted in significant risks to children not being identified and acted upon.

Quality of teaching, learning and assessment is good

All staff make regular observations and assessments of children's learning. They use these well when deciding what children need to learn next. Activities provided are interesting and stimulating and are based on children's individual needs and interests. Staff successfully encourage children's communication and language development. For example, staff reinforce babies' emerging speech as they repeat words and phrases to them. Staff interact and talk with older children as they play, introducing new words to help to extend their vocabulary. Children who speak English as an additional language learn to speak English well.

Personal development, behaviour and welfare are inadequate

Breaches in the safeguarding and welfare requirements mean that children's well-being is not consistently protected. Despite this, children appear happy and settled within the nursery. An effective key-person system is in place. This ensures that children's care and learning experiences are tailored to meet their individual needs. Children behave well. Staff offer children gentle reminders to share, take turns and cooperate with each other. Good hygiene routines are followed throughout the nursery. Meals provided are healthy, nutritious and well balanced. Children's physical skills are supported well. Babies enjoy learning to negotiate the indoor climbing frame and slide. They giggle with delight as they come down the slide and are keen to have another go. Children have daily opportunities to play outdoors in the fresh air.

Outcomes for children are good

Children, including those who receive funded education, are supported well to make good progress in their learning. They are gaining the necessary skills that they need to prepare them for their next stage in learning, including moving on to school. Children are confident

and learn good social skills. They are encouraged to become independent and take care of their own needs.

Setting details

Unique reference number	227172
Local authority	Birmingham
Inspection number	1079558
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 4
Total number of places	114
Number of children on roll	151
Name of registered person	University of Birmingham
Registered person unique reference number	RP902361
Date of previous inspection	15 July 2013
Telephone number	0121 414 8118

Elms Day Nursery was registered in 1993. The nursery employs 37 members of childcare staff. All staff hold appropriate early years qualifications at level 3 or above, including four with a level 6 qualification and two with qualified teacher status. The nursery is open Monday to Friday, 51 weeks of the year, except for bank holidays. Sessions are from 7.45am until 6.10pm. The nursery provides funded early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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