

# Superstars Day Nursery

12 Golds Hill Road, Birmingham, B21 9DJ



## Inspection date

23 May 2017

Previous inspection date

7 May 2014

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

- Children's welfare and safety are at times compromised. Risks to children are not always identified or minimised to keep them safe. The premises are not always secure to stop unauthorised persons entering the building.
- Some staff do not demonstrate a good enough understanding of child protection matters, including the procedure to follow if concerns are raised against a member of staff. In addition, they have not kept up to date with current guidance.
- The provider has not ensured that there are enough qualified staff deployed across the nursery to meet requirements. Children do not access good quality care and learning experiences. Activities lack focus and children's learning is often interrupted.
- The key-person system is not effective. There have been many staff changes and new staff do not yet have a good enough knowledge of their key children. In addition, a high proportion of agency staff are not provided with information to ensure they can support individual children's needs.
- The quality of teaching, particularly in the rooms dedicated to younger children, is not good enough. Managers do not ensure that staff have the knowledge and skills to plan challenging activities in order to help children make good progress in their learning.

### It has the following strengths

- Staff are kind and their interactions with children are warm and friendly.
- Staff generally share information with parents about their child's progress.

## 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
■ improve security and take all responsible steps to prevent unauthorised persons entering the premises	06/06/2017
■ ensure staff identify and minimise any potential hazards to children and take all reasonable steps to ensure children are not exposed to any risks	06/06/2017
■ ensure all staff are trained to understand the safeguarding policies and procedures, keep up to date with current guidance and legislation, including prevent duty guidance, and know what their responsibilities are if they have any concerns about a child or staff member	10/06/2017
■ ensure that there is at least one member of staff working in each of the rooms who holds a full and relevant level 3 qualification and at least half of all other staff hold a full and relevant level 2 qualification	06/06/2017
■ ensure staff are deployed effectively to meet the needs of all of the children and ensure their safety	06/06/2017
■ ensure every child benefits from a consistent key person and ensure their care and learning are tailored to meet their individual needs	30/06/2017
■ ensure all staff consider the individual needs, interests and stage of development of each child in order to plan challenging and enjoyable experiences across all areas of learning	28/07/2017
■ ensure all staff have the appropriate qualifications, training and support to ensure they offer quality learning experiences for children.	30/06/2017

## **Inspection activities**

- The inspector carried out this inspection as a result of a risk assessment, following information received about this provision.
- 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 joint observations with the deputy manager.
- The inspector held a meeting with the deputy manager and provider. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke with staff and children during the inspection. She also spoke to a number of parents and took account of their views.

## **Inspector**

Emma McCabe

## Inspection findings

### Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. The premises are not secure because doors are left open during busy times and unauthorised persons can easily gain entry without staff noticing. Staff's knowledge regarding some child protection procedures is weak. They do not always know what action they should take to safeguard children. New staff have yet to receive training and do not demonstrate that they have an up-to-date understanding of wider safeguarding issues. This compromises children's welfare and safety. Ratio requirements are not maintained because there not enough qualified staff are deployed effectively and working with the children. The provider leaves apprentices who are working towards a level 2 qualification working on their own in rooms looking after two- and three-year-olds. This means children's experiences are not of good quality because staff lack the skills and experience to fulfil their roles effectively. Risk assessments are not effective. Staff do not always identify potential risks to children. For example, children are able to play with switches close to plugs and wires and they are able to easily pull equipment onto themselves. In addition, they are able to open fire doors without staff noticing. Consequently, children are at risk of falling down the stairs leading to the garden. Staff are appropriately recruited and their suitability is checked. The managers carry out individual meetings with staff. However, not all staff are suitably qualified and they do not receive the training and support they need to improve and develop their practice.

### Quality of teaching, learning and assessment is inadequate

The quality of staff teaching is not good enough. Children, particularly in the younger age group rooms, do not experience good quality activities. This is because many staff lack experience and they do not use their observations and assessments to plan challenging activities for the children. Staff spend a lot of time dealing with everyday routines, for example, preparing for mealtimes, tidying up and preparing for outdoor play. This means children are often interrupted in their learning and they do not have good opportunities to become engaged and focused. When staff do carry out activities, they do not recognise how they can support, encourage and challenge children to support their next steps in learning. Children in the pre-school room have some better learning opportunities. Staff follow their interests and encourage them to make choices in their play. Children enjoy creating faces on paper plates. They use a range of materials and develop their own ideas.

### Personal development, behaviour and welfare are inadequate

Children's emotional well-being is not promoted. Many children are unsettled and upset, and staff struggle to console them. New staff and agency staff are not familiar to the children. This means that children have not had time to form secure attachments with their key persons. In addition, the agency staff have no information about the children they are caring for and they do not demonstrate how they are able to meet children's individual needs. For example, when a baby shows a keen interest in looking over the gate into the corridor, staff do not recognise that they are exploring their environment and they repeatedly move the child to another part of the room. Children have suitable opportunities for outdoor play. They develop physical skills and they run around, ride on

small bikes and climb the steps to the slide. However, staff do not recognise how to challenge and extend children's learning as they play outdoors. This is because they supervise children rather than facilitate their learning. Children's behaviour is generally suitable for their age and stage of development. However, due to lots of interruptions to routines and staff not being aware of children's needs, children do not receive enough support to remain focused. Some children do not demonstrate that they have the confidence and motivation to learn.

### **Outcomes for children are inadequate**

Children do not receive support to make the best possible progress because of the significant weaknesses across the nursery. Children in the younger rooms do not gain a solid foundation to help prepare them for their future learning. Staff support older children who speak English as an additional language to develop their English. Children in the pre-school gain some of the skills to help in preparation for school. They are beginning to write and recognise letters and are beginning to sound out words.

## Setting details

<b>Unique reference number</b>	EY440699
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	1098643
<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, Voluntary Childcare Register
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	50
<b>Number of children on roll</b>	105
<b>Name of registered person</b>	Superstars Day Nursery Ltd
<b>Registered person unique reference number</b>	RP535033
<b>Date of previous inspection</b>	7 May 2014
<b>Telephone number</b>	0121 5070570

Superstars Day Nursery opened in 2012. It is privately owned and is situated in the Handsworth area of Birmingham. The nursery opens five days a week from 8am to 6pm all year round, except for bank holidays. There are currently 13 staff working with the children. Of these, five hold an appropriate early years qualification at level 3, one holds level 4 and one holds level 2.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our website for news, information and updates at [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store St  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2017

