

# The Green Day Nursery (Kings Norton) Ltd

286 Pershore Road South, Kings Norton, Birmingham, West Midlands, B30 3EU



## Inspection date

18 December 2017

Previous inspection date

23 July 2015

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

- Some staff do not always implement the nursery's medication policy effectively, which puts children at risk of harm.
- Staff do not always deploy themselves effectively in the toddler room, particularly during the daily routines. There are times when toddlers' individual needs are not fully met.
- Staff do not consistently manage children's behaviour well in the pre-school.
- The arrangements for staff's professional development are not good enough. Some staff do not have a clear understanding of all of their key responsibilities.
- Staff do not always complete the progress check for children aged between two and three years in line with requirements in a timely way.
- Staff do not consistently plan good-quality activities that provide all children with stimulation and challenges to help them reach their full potential.
- Staff do not always provide targeted support for children who have special educational needs (SEN) and/or disabilities to promote their good progress.
- Managers do not use self-evaluation and monitoring well enough to help ensure that the quality of the provision, teaching and children's progress is consistently good.

### It has the following strengths

- Staff are nice, caring and friendly. They have a settling-in process, which helps them get to know children fairly well when they start. Children develop positive relationships with staff. They demonstrate they are generally content and happy attending.

## 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:

	<b>Due Date</b>
■ ensure the medication policy is implemented and staff are clear about the procedures they must follow when administering medication	01/01/2018
■ deploy staff more effectively in the toddler room, particularly during the daily routines to ensure children's individual needs are met	31/01/2018
■ improve behaviour management strategies in the pre-school and provide these children with clearer messages of what is expected of them throughout the day	31/01/2018
■ ensure arrangements are in place to support children who have (SEN) and/or disabilities and provide more targeted support to promote their good progress	01/03/2018
■ improve professional development and ensure staff have a clear understanding of all their key responsibilities to help promote children's welfare and learning at a good level	31/01/2018
■ complete the progress check for all children aged between two and three years, and ensure parents are provided with a written summary in a timely way	01/03/2018
■ improve planning and consistently provide all children with stimulating and challenging activities that help them reach their full potential.	01/03/2018

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

- make better use of self-evaluation and monitoring processes to help ensure that the quality of the provision, teaching and children's progress is consistently good.

## **Inspection activities**

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector observed the quality of teaching during activities indoors. She assessed the impact this has on children's learning.
- The inspector held a meeting with the nursery management team. She looked at relevant records and documentation. She also checked evidence of the suitability of staff working in the nursery.
- The inspector completed a joint observation with the manager of the nursery.
- The inspector spoke to children and parents during the inspection and took account of their views.

### **Inspector**

Josephine Heath

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are ineffective. Following a recent serious incident, regarding the administration of medication, managers have appropriately notified Ofsted and conducted an initial investigation into the circumstances surrounding the issue. However, managers have not prioritised taking effective action to address the concerns. This means some staff are currently unclear about the procedures they must follow when administering medication. This puts children at risk of harm. Managers and staff have a sound understanding of child protection issues and risk assess the nursery environment to ensure it is clean, safe and secure. However, although managers supervise staff and offer them some training opportunities, the programme of professional development is not effective. Staff do not have an adequate understanding of their responsibility to promote children's well-being and learning. Managers do not have a clear overview of the quality of the provision, teaching or children's progress. They do not make good use of self-evaluation and monitoring processes to help drive improvement.

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

Overall, the quality of teaching is weak. Staff do not always complete necessary assessments, such as the progress check for children aged between two and three years as required. Staff do not ensure that all children who have SEN and/or disabilities benefit from the specific help and support they need. This means the gaps in the learning of children with SEN and/or disabilities are not closing effectively. Although staff observe children and know them fairly well, they do not make good use of this information to plan activities that meet children's individual learning needs. On the other hand, the environment is well resourced and children have some opportunities to freely play and explore. For example, babies investigate objects they can combine and use in different ways, toddlers like playing with indoor physical equipment and pre-school children enjoy different craft activities. Staff do establish partnerships with parents at a basic level and share some information between the nursery and home.

### **Personal development, behaviour and welfare are inadequate**

Due to weaknesses in some staff's knowledge, particularly about administering medication, children's welfare is not assured. Furthermore, some staff do not always foster children's emotional and personal development adequately. For example, staff do not deploy themselves effectively and at times prioritise daily routines which means toddlers' individual needs are not always met. Staff do not help pre-school children learn about the nursery behaviour boundaries and rules. Therefore, these children are not learning to listen or follow instructions. They are not developing good enough skills in managing their own feelings and behaviours. Nevertheless, children have some opportunities to learn about the importance of living a healthy lifestyle. For example, the nursery take part in a programme, which provides a basis for teaching children about the benefits for eating well, doing exercise and adopting cleanliness regimes.

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

Weaknesses in teaching mean that children are not highly motivated learners, equipped with all the essential skills they need to move on to school. Some children make very little progress in their learning and development. Nevertheless, children are quite confident and fairly independent.

## Setting details

<b>Unique reference number</b>	EY265436
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	1119573
<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>	60
<b>Number of children on roll</b>	80
<b>Name of registered person</b>	The Green Day Nursery (Kings Norton) Limited
<b>Registered person unique reference number</b>	RP521523
<b>Date of previous inspection</b>	23 July 2015
<b>Telephone number</b>	01214599988

The Green Day Nursery (Kings Norton) Ltd registered in 2004. The nursery employs 18 members of childcare staff. Of these, 16 hold appropriate early years qualifications at level 3 or above, including one who holds early years teachers status. The nursery operates all year around. Sessions are available Monday to Friday from 7.15am until 6.30pm. The nursery also operates a before- and after-school club and a holiday club during school holidays. 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.

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

