

Tower Hill Nursery

Tower Hill, Great Barr, Birmingham, West Midlands, B42 1LG



Inspection date

19 February 2018

Previous inspection date

20 February 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
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

- Risk assessment is poor. The provider does not ensure the premises are secure to prevent unauthorised persons from entering. She does not ensure that all fire exits are kept clear from obstruction. This compromises children's safety.
- Hygiene practice is poor. The provider does not ensure that areas used for the preparation of food are hygienic. She does not ensure that staff follow good hygiene practices for the personal care needs of babies and toddlers.
- The provider has failed to identify weaknesses in staff practice. Some staff working with babies have a poor knowledge of how to support children's development. They do not use information from assessment accurately, plan suitably challenging activities or provide age-appropriate resources to help babies make good progress.
- The provider does not review nursery practices effectively and has not addressed all actions raised at the last inspection adequately.

It has the following strengths

- The provider has made some improvements to the key-person system and developed partnership working with parents. Staff share information with them about their child's day.
- Staff working with toddlers and pre-school children have developed their practice to more effectively support children who speak English as an additional language.

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 unauthorised persons are unable to enter the premises	20/02/2018
■ ensure that fire exits are kept free from obstruction	20/02/2018
■ ensure that areas used for the preparation of food are clean and hygienic	20/02/2018
■ implement good hygiene practices and ensure that staff promote the good health and hygiene needs of all children attending the setting	20/02/2018
■ improve arrangements for the monitoring and supervision of staff to identify and act on weaknesses in practice, to improve the quality of teaching and learning	20/03/2018
■ improve the use of the information gained from assessing children's progress to plan challenging activities with a clear learning intention that help children make good progress	20/03/2018
■ ensure that staff working with babies plan activities that are age appropriate and organised to meet each child's individual learning needs, to help them make good progress.	20/03/2018

Inspection activities

- The inspector observed teaching practices and the impact these have on children's learning.
- The inspector held discussions with the manager, staff, children and parents.
- The inspector read some of the setting's documentation, including the safeguarding policy and procedures.
- The inspector sampled children's development information and records.
- The inspector carried out joint observations with the manager.

Inspector

Anne Clift

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. The provider, who is also the manager, does not ensure that healthy and safety procedures are implemented rigorously. She does not ensure that the premises are secure. The front door does not always close securely, staff prop open doors from the main reception area and unauthorised persons can easily gain entry without staff noticing. The provider has not taken reasonable steps to keep fire exits clear from obstruction. Staff working in the baby room leave toys and resources on the floor, hindering passage to the fire exit. This compromises children's safety in the event of a fire. Cleaning routines are not effective. Areas used for the preparation of food are unhygienic. Staff leave food debris in sinks, the dishwasher, microwave and toaster over the weekend and continue to prepare children's breakfast without first cleaning these areas. They butter children's toast on surfaces that have not been cleaned. Dirt and debris are left to collect in nappy changing areas and soiled bibs are left out. Staff do not take prompt action to empty the contents of children's potties. Children's play areas are not clean and rugs used by children are dusty and contain debris. Dirt collects around the edges of the rooms and children's toys. This means that children's health is compromised. Staff have a suitable knowledge of child protection procedures. The provider follows safe recruitment procedures and staff hold appropriate qualifications. She monitors staff practice and offers them training opportunities. New staff receive induction. However, this has not been effective in ensuring all staff are clear about their responsibilities. The manager ensures that adult-to-child ratios are met and that there are sufficient staff to supervise children, including staff who hold current paediatric first-aid certificates. Staff understand the procedures to follow when children have accidents and take appropriate action. The temperature in playrooms is suitable for children. Staff liaise effectively with professionals to support children who have special educational needs and/or disabilities. The provider considers children's needs to decide how funding should be used. She reviews any complaints made; however, she has not been successful in addressing all concerns raised. Self-evaluation is ineffective, and the provider has not done enough to address all the weaknesses identified at the last inspection.

Quality of teaching, learning and assessment is inadequate

The provision for babies is poor. Staff working with babies do not assess children's learning accurately or plan activities that match their needs, interests and stage of development. Furthermore, they provide babies with resources that are not age appropriate. Staff give babies pens with lids that they can remove and put into their mouths and small pieces of chalk. These present a potential choking hazard. However, staff working with pre-school children and toddlers have a secure understanding of the progress children are making and plan effectively for their next steps in learning. They provide an appropriate range of activities that children enjoy, such as opportunities to explore the local environment. Children show interest in the creatures they find on a bug hunt.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management mean that children's welfare is not assured. Staff working with babies do not provide positive interactions to help those new to the setting to settle and become emotionally secure. Staff sit crying babies on their laps but do not communicate with them or attempt to provide distraction. This means that children are not helped to form close attachments. Children have some opportunities to develop their physical skills. They select from a range of equipment, such as bikes and cars, during outdoor play.

Outcomes for children are inadequate

Inconsistencies in teaching have a negative impact on the progress children make, particularly for babies. Older children develop some skills that prepare them for their future learning. They use mathematical language as they play, such as talking about time. They make connections with their experiences and use their imaginations during role-play activities.

Setting details

Unique reference number	EY500560
Local authority	Birmingham
Inspection number	1125228
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	70
Number of children on roll	104
Name of registered person	Tower Hill Nursery Limited
Registered person unique reference number	RP901181
Date of previous inspection	20 February 2017
Telephone number	07515485521

Tower Hill Nursery registered in 2016. The nursery opens Monday to Friday for 51 weeks of the year. Sessions are from 7.30am until 6pm. The nursery employs 16 members of childcare staff. Of these, one holds an early years qualification at level 6, ten hold level 3 and two hold level 2. The nursery receives funding to provide free early education to children aged three and four years.

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