

The Willows Day Nursery

The Willows Day Nursery, 380 Redditch Road, Kings Norton,
BIRMINGHAM B38 8PS



Inspection date	23 October 2018
Previous inspection date	7 May 2014

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of 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

The provision requires improvement. It is not yet good because:

- Staff are not always effectively deployed to consistently meet children's needs.
- The quality of teaching is inconsistent. Not all staff use their knowledge to provide experiences that fully engage and motivate children to learn. Children do not make the progress of which they are capable.
- Staff do not always use the information gathered from their observations and assessments to clearly identify and plan for what children need to learn next.
- Staff do not give enough consideration to the different ages and stages of development of children during group activities.

It has the following strengths

- Staff help children to learn how to lead healthy lifestyles. They teach children the importance of following good hygiene routines, eating healthy foods and taking part in exercise.
- Suitable partnerships have been established with parents. Staff speak to parents daily and share some activities to support children's learning at home. Parents are generally positive about the nursery and talk about how their children enjoy attending.
- Staff work well with other professionals, including staff at other settings children attend. This provides some consistency in children's care and learning, particularly for children who have special educational needs and/or disabilities.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
ensure staff are deployed effectively to consistently meet children's care and learning needs	21/11/2018
raise the quality of teaching to at least a good level and ensure that all staff engage children in challenging and purposeful activities	05/12/2018
improve assessment and planning systems, so that consistent next steps for children are identified, and use these to plan activities that support children's learning and development.	05/12/2018

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

- make sure the planning and organisation of group activities takes into account the different ages and stages of the children taking part.

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector completed joint observations with the nursery manager.
- The inspector held a meeting with the nursery manager. She looked at relevant documentation 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

Trisha Turney

Inspection findings

Effectiveness of leadership and management requires improvement

The manager has some arrangements in place for self-evaluation and the performance management of staff. However, despite most of the staff being qualified, the quality of teaching is too variable to ensure that children are consistently engaged in fun, purposeful play. Nevertheless, the manager supervises staff and they benefit from meetings and access to some training to develop their overall practice. Safeguarding is effective. The manager and staff have a secure understanding of child protection procedures. Staff know the procedures to follow should they have a concern about a child in their care. Robust recruitment and vetting procedures are in place to make sure that staff are deemed suitable to work with children. The manager monitors children's individual and group progress to help identify and address any gaps in learning.

Quality of teaching, learning and assessment requires improvement

Staff complete some observations and assessments of children's learning. However, staff do not routinely use up-to-date information gained from these to help them plan activities that meet children's individual needs. This is because activities do not focus enough on what children need to learn next. Activities organised for the whole group are not always adapted to promote the learning of children who are at different stages of development. This means that some children, particularly babies and younger children, become restless and lose interest. Staff support children's creativity well. For example, older children enjoy dressing-up and imaginative role play with their friends.

Personal development, behaviour and welfare require improvement

The manager ensures there are enough staff present overall to maintain correct staff-to-child ratios. However, staff are not always effectively deployed to fully meet children's needs. This is because at times, although staff generally supervise children, they are engaged in household tasks and routines and do not effectively interact or engage with children. Children attend settling-in sessions when they first attend the nursery or move rooms. This helps children to feel emotionally secure. Staff are suitable role models and help children to take turns with resources. Children generally behave well. Staff provide plenty of opportunities to promote children's physical development. For example, children enthusiastically run, climb and play on wheeled toys outside.

Outcomes for children require improvement

Weaknesses in teaching mean that children do not make consistently good progress. Nevertheless, most children are working within the typical range of development expected for their age and they acquire the basic skills they need in readiness for school. Babies are developing confidence in physical skills as they begin to sit and take first steps. Older children are developing appropriate literacy skills. Children enjoy looking at books and early writing skills are emerging. For example, children enjoy making marks with chalks and crayons.

Setting details

Unique reference number	EY270031
Local authority	Birmingham
Inspection number	10068810
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Childcare on non-domestic premises
Age range of children	0 - 4
Total number of places	85
Number of children on roll	77
Name of registered person	Virdee Daycare Limited
Registered person unique reference number	RP907676
Date of previous inspection	7 May 2014
Telephone number	0121 458 2828

The Willows Day Nursery registered in 2001. The nursery employs 13 members of childcare staff, nine of whom hold qualifications at level 3. One member of staff holds a qualification at level 6. The nursery opens from Monday to Friday, all year round. Sessions are from 7am until 6pm. 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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