

Bright Swans Day Nursery

455 Yardley Wood Road, BIRMINGHAM B13 0TA



Inspection date	2 November 2018
Previous inspection date	8 December 2017

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

The provision is inadequate

- Children's safety and welfare are significantly compromised. Leaders fail to ensure that all staff understand the safeguarding policy and procedures.
- Risk assessment and hygiene practices are poor. The premises are not safe for children. Leaders do not ensure the premises are secure to prevent unauthorised persons from entering and fire exits are kept free from obstruction. Leaders do not ensure appropriate levels of hygiene throughout the nursery.
- Leaders fail to record information about staff identity checks and vetting processes. They do not ensure that staff receive an induction and support to confirm their understanding about their responsibilities.
- Leaders do not maintain records of complaints. The key-person system fails to meet children's individual needs.
- Teaching and assessment are poor. The provider fails to ensure that staff plan activities that target children's individual needs, including those who have special educational needs (SEN) and/or disabilities. Staff do not monitor children's development, including the progress check for children at age two. Children's learning is significantly hindered.

It has the following strengths

- Staff help children learn to manage their feelings and behaviour.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
ensure that all staff have a good knowledge of safeguarding policies and procedures, and of current safeguarding guidance	07/12/2018
implement effective systems for risk assessment that identify aspects of the environment to be checked on a regular basis and ensure that risks are removed or minimised	07/12/2018
ensure that unauthorised persons are unable to enter the premises	07/12/2018
take reasonable steps to ensure the safety of children, staff and others on the premises in the case of fire, with specific regard to ensuring fire exits are easily opened from the inside	07/12/2018
ensure cleaning procedures are effectively implemented in all areas used by children and staff to ensure good levels of hygiene throughout the nursery	07/12/2018
record information about the identity checks and vetting processes that have been completed for all staff, including the Disclosure and Barring Service check reference number, the date a check was obtained and details of who obtained it	07/12/2018
ensure that all staff receive inductions, supervision and support to help them understand their roles and responsibilities, to improve the quality of care and staff practice	07/12/2018
keep a record of any complaints received and their outcome	07/12/2018
implement an effective key-person system that ensures each child's care is tailored to their needs, offers a settled relationship for the child and enables a relationship to be built with the parents	07/12/2018
ensure that effective arrangements are in place to support children who have SEN and/or disabilities.	07/12/2018

To meet the requirements of the early years foundation stage and Childcare

Register the provider must:

	Due date
implement effective systems to observe, assess and monitor children's learning, including the progress check at age two, to plan accurately for their next stage in learning and help them to make progress.	07/12/2018

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 leadership and management is inadequate

Leaders have not taken effective action to address the weaknesses raised at previous inspections. Although the new manager is aware of weaknesses and has a detailed action plan, she has not been able to address these in the four days she has worked at the setting. A new deputy manager has also been appointed. Self-evaluation is poor and the leaders have failed to address concerns relating to children's health and safety effectively, and to improve the arrangements for their learning and development. The quality of the provision has declined even further. This demonstrates a poor capacity to improve. Safeguarding is ineffective. Staff understand the actions they need to take to report concerns about another member of staff. However, not all staff have a secure understanding of the procedures to follow should they need to report any concerns that they may have about a child's well-being. Not all staff are aware of their duty to prevent children being drawn into situations that put them at risk of harm. This significantly compromises children's safety. Leaders have failed to follow robust recruitment and vetting procedures. They have not completed the required checks for all new staff. They do not maintain documents to demonstrate that references have been obtained, suitability has been verified and identification checked. This means it is unclear whether the correct suitability checks have been made for all staff and vulnerable children's safety cannot be assured. Leaders do not record details of complaints. They fail to ensure that staff complete effective risk assessments and take appropriate action to minimise hazards to children's health and safety. Staff do not ensure that the premises are secure and unauthorised persons are unable to enter. This puts children's safety at significant risk. Although steps have been taken to address concerns about fire exits, these have not been successful. Children are not safe when playing outdoors. Staff do not remove all hazards before children access the outdoor area, including highly toxic berries. Leaders fail to ensure that areas where household cleaning chemicals are stored are inaccessible to children. Staff fail to consider the safety of babies at mealtimes. They sit young babies unsecured in low-level chairs. This results in babies falling to the floor. Staff do not supervise children vigilantly. They do not notice when babies and toddlers leave the room. Children's safety is significantly compromised. Leaders fail to ensure that staff follow effective cleaning routines. The area where toddlers and babies play is not clean. Carpets are dusty and contain debris. Staff allow dirt and debris to collect in nappy-changing areas. They do not ensure that all toilets used by staff and children are hygienic. Urine is left to collect under the toilet seats used by children. This means that children's health is significantly compromised. Leaders fail to provide staff with inductions to ensure they are clear about the nursery's policies and procedures, and their role and responsibilities. Leaders do not support staff ongoing professional development. This significantly compromises children's safety, care and learning. Partnerships with parents are poor. The nursery has a high staff turnover and leaders do not ensure that all parents are kept informed about changes to their child's key person. This means that parents do not know which staff members are responsible for their child's individual care and learning. Leaders fail to monitor the quality of teaching, learning and assessment to ensure that children's needs are being met. Staff do not provide targeted support for children who have SEN. This significantly hinders the progress that children make.

Quality of teaching, learning and assessment is inadequate

The quality of teaching, learning and assessment is weak. Staff have a poor understanding of the progress children make. This means that activities are not planned to match children's individual needs and interests, to help them to achieve success in their next stage of learning. Staff expect babies to sit and listen for over 20 minutes during large-group activities. They insist that babies sit down on the carpet and do not notice when they become bored, restless and wish to play and explore in their own way. Staff do not complete the progress check for children at the age of two. As a result, gaps in children's learning and development are not identified and addressed.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management significantly compromise children's safety, health and well-being. Children's emotional security is not supported because of the frequent changes to their key persons. This means that children do not have the time to develop secure and trusting relationships with staff. Staff do not supervise children vigilantly. They fail to notice when babies and toddlers leave the room without a member of staff. This puts children at further risk.

Outcomes for children are inadequate

Children's learning and development experience is poor. Weaknesses in teaching and assessment, and a poor knowledge of how young children learn, impact very negatively on the progress that children make. Children are not well prepared for the next steps in their learning. They are not safe and fail to thrive.

Setting details

Unique reference number	EY540476
Local authority	Birmingham
Inspection number	10083745
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 4
Total number of places	54
Number of children on roll	33
Name of registered person	Bright Swans Nursery Ltd
Registered person unique reference number	RP540475
Date of previous inspection	8 December 2017
Telephone number	0121 769 2047

Bright Swans Day Nursery registered in 2016. The nursery employs 12 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 3 and one at level 2. The nursery opens from Monday to Friday, except for bank holidays and one week at Christmas. Sessions are from 7.30am until 6pm.

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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