

# Bright Swans Day Nursery

32 Ulverley Green Road, Solihull B92 8BQ



<b>Inspection date</b>	5 November 2018
Previous inspection date	Not applicable

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Not applicable	<b>4</b>
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

- The nappy-changing station located in the baby unit does not protect children's privacy. Other children and visitors can see children having their nappy changed.
- The temperature within the nursery is too cold. Conversely, when the heating system is operating, the radiators are too hot to touch and within reach of children.
- Staff, including the manager who is the designated safeguarding lead, do not have a secure knowledge of wider safeguarding issues. For example they do not know how they can help to protect children from extreme views and behaviours. The designated safeguarding lead has not received appropriate training. The provider does not follow robust recruitment procedures to ensure all staff are suitable to work with children.
- Staff turnover is high and the key-person system is not fully implemented. This results in staff being unable to fulfil their roles in ensuring that each child's learning experiences are tailored to meet their individual needs.
- Leaders do not check the quality of staff's teaching and assessment skills, to enable areas for improvement to be identified. Staff do not receive effective supervision, training and coaching to help improve their performance.
- Staff, including the manager, do not have a secure understanding of how to assess or plan effectively for children's learning. This does not support children to make good progress or prepare them for their next stage of learning, including their move on to school. Parents are not supported to continue their children's learning at home or provided with enough detailed information about their children's learning in the setting.
- Procedures for monitoring and evaluating the nursery, including children's progress, are inadequate.

### It has the following strengths

- Children enjoy the healthy snacks and meals provided by the nursery.

## 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
improve the arrangements for nappy changing for children in the nursery to protect their privacy	07/12/2018
ensure that the temperature of the nursery is maintained at an appropriate level to meet children's needs	07/12/2018
ensure that effective risk assessments are undertaken so that hazards to children are minimised or removed, with particular regard to the risk from hot radiators	07/12/2018
ensure that all staff, including the manager, have up-to-date knowledge and understanding of safeguarding issues, with particular regard to the government's statutory guidance 'Working Together to Safeguard Children 2015' and to the 'Prevent' duty	07/12/2018
ensure that the designated safeguarding lead has attended an appropriate child protection course to enable them to meet their responsibilities and to provide support, advice and guidance to other staff on safeguarding issues	07/12/2018
ensure that robust recruitment procedures are implemented to check the suitability of all people looking after children	07/12/2018
implement an effective key-person system so that each key person fulfils their role in ensuring that each child's learning experiences are tailored to meet their individual needs	07/12/2018
provide effective support, supervision, coaching and training to improve staff's teaching skills and performance so they deliver quality learning experiences for children	07/12/2018
provide parents with information about the activities, experiences and learning delivered to their children in the setting and develop partnerships with parents to enable them to help children continue their learning at home.	07/12/2018

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

	Due date
ensure methods of assessment accurately identify children's next steps in learning and plan to match children's learning needs, to help them to make consistently good progress.	07/12/2018

### Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning. The inspector carried out a joint observation with the nursery manager.
- The inspector spoke with staff and children at appropriate times during the inspection.
- The inspector held meetings with the nursery manager and provider. She spoke to parents during the inspection and took account of their views.
- The inspector looked at children's assessment records, planning documentation and a range of other documentation, including risk assessments and accident records, and she discussed the nursery's self-evaluation document with the manager.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the nursery.

### Inspector

Karen Laycock

## Inspection findings

### Effectiveness of leadership and management is inadequate

The arrangements for safeguarding are not effective. The manager and staff do not know the possible signs that a child may be at risk of female genital mutilation or how to identify children at risk of harm from those with extreme views and behaviours. The provider has not ensured that the designated safeguarding lead has received the required training to carry out the role. Despite this, staff have a suitable knowledge of the potential signs of abuse and neglect. They know when and where to refer any concerns they may have about a child's welfare. The provider does not ensure that thorough checks regarding staff's previous employment are made as part of a robust recruitment procedure. The manager does not ensure that effective risk assessments are undertaken so that hazards to children are minimised or removed, with particular regard to the risk from hot radiators. The manager does not monitor children's learning effectively and has failed to identify and seek support for children with gaps in their learning. The provider does not ensure that the manager and staff receive training, supervision and coaching to improve the overall quality of teaching and assessment of children's learning.

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

Although staff are qualified, this does not have a positive impact on children's learning. The nursery has a high turnover of staff. This has a negative impact on children's learning as it results in new and cover staff being unaware of what children can and cannot do. Planned activities are not based on each individual child's learning and development needs so that each child can enjoy challenging and enjoyable learning experiences and be well prepared for their next stage of learning. Too often, assessment of children's learning is inaccurate or incomplete. This does not support children to make good progress. Parents are not sufficiently encouraged to be involved in their child's learning and development in the setting or at home.

### Personal development, behaviour and welfare are inadequate

The arrangements for changing children's nappies in the nursery compromise children's privacy and welfare. The changing unit is housed by the window in the baby room and is in full view of any visitor and other children. On the day of the inspection, the heating system was not operating effectively and this resulted in the nursery being too cold. In addition, leaders have failed to identify and remove hazards in the nursery environment that put children's safety and well-being at risk. For example, radiators do not have protective covers and when turned on they are too hot to touch and are accessible to children. The key-person system is not effective because of the high staff turnover, cover staff arrangements and staff deployment. Children behave well. They share resources and are happy to take turns.

### Outcomes for children are inadequate

Children do not receive the support they need to make progress in their learning. Children do not gain the key skills to help prepare them for the next stage of their learning or eventual move to school.

## Setting details

<b>Unique reference number</b>	EY546747
<b>Local authority</b>	Solihull
<b>Inspection number</b>	10083821
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	
<b>Age range of children</b>	1 - 3
<b>Total number of places</b>	36
<b>Number of children on roll</b>	20
<b>Name of registered person</b>	Bright Swans Nursery Ltd
<b>Registered person unique reference number</b>	RP540475
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	0121 2466681

Bright Swans Day Nursery registered in 2017. The nursery employs three members of childcare staff, all of whom hold appropriate early years qualifications at level 3. The nursery opens Monday to Friday from 8am to 6pm. all year round, except for a week during the Christmas period.

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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