

Superstars Day Nursery Ltd

69 Hamstead Hall Road, Birmingham, Staffordshire B20 1HU



Inspection date

30 January 2019

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Managers fail to always maintain the required staff-to-child ratios. This compromises children's welfare.
- Due to staffing issues, the current staffing arrangements, including staff deployment, do not fully meet babies' and children's needs, particularly first thing in the morning.
- Staff do not adequately supervise children at all times throughout the nursery. This compromises their health, safety and physical well-being.
- Staff's understanding of the importance of continuous risk assessment is not good enough. Therefore, they do not always identify and take effective action to avoid and manage potential dangers to children throughout the day.
- Staff do not consistently manage children's behaviour in a suitable way. Children do not consistently receive clear messages about what is expected during the day.
- Staff do not keep accurate records of all incidents and accidents that occur within the nursery. Therefore, managers are unable to monitor the causes effectively and, if necessary, take action to prevent them from happening.
- Managers do not make effective use of the performance management systems to fully equip staff with the skills they need to do all aspects of their roles to a good level.
- Key persons do not consistently consider children's individual age, stage and learning needs when planning activities. Overall, children do not progress as well as possible.
- Managers do not monitor teaching, the curriculum and children's progress carefully enough. This does not help to foster the best learning outcomes for all children.

It has the following strengths

- Staff are warm and friendly. They get to know children fairly well on entry and help them settle in. Overall, children are happy and generally content attending.

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
maintain the required staff-to-child ratios at all times	15/02/2019
ensure that the staffing arrangements, including staff deployment, meet babies' and children's needs, particularly first thing in the morning	15/02/2019
ensure that all children are adequately supervised at all times throughout the nursery to ensure their health, safety and physical well-being	15/02/2019
improve staff's understanding of the importance of continuous risk assessment so that they are able to identify and take effective action to avoid and manage potential dangers throughout the day	15/02/2019
ensure that staff consistently manage children's behaviour in a suitable way so that children receive clear messages about what is expected during the day	15/02/2019
keep accurate records of all incidents and accidents that occur within the nursery so that managers can monitor the causes effectively and, if necessary, take action to prevent them in the future	15/02/2019
improve the arrangements for the performance management of staff to ensure all staff are fully equipped with the knowledge and skills they need to do all aspects of their roles to a good level.	15/02/2019

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

	Due date
ensure that key persons consider the individual age, stage and learning needs of each child in their care when planning activities to help them progress as well as possible	29/03/2019
monitor the quality of teaching, the curriculum provided and children's progress carefully to help foster the best learning outcomes for all children throughout the nursery.	29/03/2019

Inspection activities

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

Inspector

Josephine Heath

Inspection findings

Effectiveness of leadership and management is inadequate

Since re-registration, this nursery has been experiencing a period of turbulence and there have already been several changes within the management and staffing team. The arrangements for safeguarding are not effective. The manager fails to ensure that the nursery is always adequately staffed. Occasionally, there are not enough staff to work with the children to maintain ratio requirements. Staff deployment is not always adequate, particularly first thing in the morning. During the hours of 8am and 10am, only the pre-school room is in operation until all the staff have arrived. This room is only resourced to cater for children aged two to four years. Therefore, this does not help to meet all children's needs, particularly babies. The environment is generally clean, tidy and secure. However, staff's understanding of ongoing risk assessment is poor. Staff do not continually consider all dangers within the environment throughout the day. For example, babies access resources that are not appropriate in the pre-school room. Furthermore, ahead of lunch in this room, staff allow hot food to be stored within children's reach. Overall, staff's supervision of the children is not good enough. Staff do not always know where children are, what they are doing and what resources they are using. This does not help to keep children safe and puts children at risk of harm. Managers and staff understand child protection issues. They can identify key indicators of child abuse, neglect or radicalisation. This helps to protect children from some types of harm. Staff are supervised in their roles and benefit from some opportunities to upskill, such as safeguarding training. However, overall, the arrangements for their performance management are not good enough. Managers do not ensure that all staff have a full understanding of their roles. Some staff are not equipped with all of the skills they need to further improve their practice. Self-evaluation is weak. The manager has failed to fully identify and take effective action to address all weaknesses to achieve and maintain good overall standards.

Quality of teaching, learning and assessment requires improvement

Teaching is variable and, overall, some staff are stronger teachers than others. Staff routinely observe children and make assessments of their development. However, recent changes to the planning mean that currently the activities staff provide are not well targeted towards meeting children's individual learning needs. This means children easily lose interest in activities and struggle to become absorbed in learning. Nevertheless, the curriculum is generally broad and, overall, children have fun at the nursery. In the main, children have access to resources and toys that help to promote different aspects of their development. For example, babies enjoy exploratory play with noisy electronic toys, balls and water. Toddlers and pre-school children like imaginative role play pretending to sell ice-creams in a shop, making magic potions out of mud and water outside and making models from construction bricks. Partnerships with parents, professionals and other providers are established. Staff share two-way information about children using a range of methods. This helps to foster some continuity. However, managers do not monitor teaching, the activities provided and children's progress effectively enough. Therefore, children do not benefit from the best possible learning outcomes.

Personal development, behaviour and welfare are inadequate

Staff do not always manage children's behaviour effectively. They do not consistently give children clear messages about the expected behaviours within the nursery. Children often run around inside, play-fight and fail to listen to staff during times of routine change. The majority of staff are first-aid trained and they know how to manage incidents and accidents in a practical way. However, staff do not keep an accurate record of all incidents and accidents that occur in the nursery to help prevent them in the future. Although managers have systems to monitor incidents and accidents, without the correct information from staff they are unable to do so effectively. On the other hand, staff promote some aspects of children's physical well-being. Staff are sensitive to and manage babies' and young children's care needs. They provide children with nutritious snacks and meals and encourage all children to adopt good hygiene practices. Staff talk to toddlers and pre-school children about the importance of handwashing to minimise the spread of germs. Toddlers and pre-school children enjoy regular fresh air and exercise as they play outside. Staff find out about children's backgrounds and home lives. They help children to learn about their differences and celebrate each other's traditions and customs. They promote tolerance and acceptance.

Outcomes for children require improvement

Due to weaknesses in teaching and the activities planned, children do not progress as well as possible. Overall, children ultimately develop the key skills they need for school. They are fairly confident and develop independence. They freely make choices about what they want to do and can manage their self-care needs. Children can communicate their wants, needs and thoughts in different ways. They are learning to share, take turns and play well with others. Pre-school children are developing literacy and mathematical skills. For example, they give meaning to the marks they draw and write. They can also identify numbers and count up to five.

Setting details

Unique reference number	EY562955
Local authority	Birmingham
Inspection number	10092733
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	34
Number of children on roll	16
Name of registered person	Superstars Day Nursery Ltd
Registered person unique reference number	RP535033
Date of previous inspection	Not applicable
Telephone number	0121 250 2513

Superstars Day Nursery Ltd registered in 2018. The nursery employs seven members of childcare staff, including the management. All seven hold appropriate early years qualifications at level 3 and above. The nursery operates all year around. Sessions are available Monday to Friday from 8am 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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Piccadilly Gate
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