

# Baby Gems Playhouse

St. Johns Vicarage, Darnley Road, BIRMINGHAM B16 8TF



<b>Inspection date</b>	29 May 2019
Previous inspection date	14 October 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b> Previous inspection:	<b>Inadequate</b> Good	<b>4</b> 2
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

### This provision is inadequate

- Children's welfare and safety are significantly compromised. The provider, who is also the manager, does not ensure that all staff have a good understanding of safeguarding matters and procedures. Staff fail to follow the mobile phone and camera policy.
- The provider does not record the required information about the vetting processes for all staff or ensure that all suitability checks have been completed.
- Risk assessment is weak. Staff fail to ensure that children cannot access areas of the premises unsupervised where they are exposed to numerous hazards. They do not risk assess effectively the games that some children play. This exposes children to the risk of injury.
- The manager does not maintain an accurate record of children's hours of attendance.
- At times, staff decide which activities children can do according to their gender. This does not promote equality of opportunity.
- The manager does not ensure that the food given to children is nutritiously balanced.
- Staff do not help children to understand why some behaviour is not acceptable.
- The monitoring of staff practices is ineffective, and staff do not receive good professional support. Staff provide children with a very limited range of activities and resources to choose from. Consequently, children become bored and restless.
- The quality of staff interactions with children is variable and some staff do not interact well with them. This has a negative impact on the progress that children make.

### It has the following strengths

- Partnerships with parents support new children to settle in and to help build relationships.

## 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 all staff fully understand the safeguarding policies and procedures, and their responsibilities to respond appropriately to the signs of possible abuse, taking appropriate action to keep children safe	21/06/2019
ensure that all staff implement the policy and procedures for the safe use of mobile phones and cameras at the setting	21/06/2019
ensure that all checks have been completed relating to vetting processes and the suitability of staff and these are documented accurately	21/06/2019
implement effective systems for risk assessment to ensure that risks are removed or minimised	21/06/2019
maintain an accurate daily record of each child's hours of attendance	21/06/2019
provide children with meals that are nutritiously balanced to support their health	21/06/2019
ensure staff manage children's behaviour effectively to help them to understand the reasons for rules and how their actions affect others	21/06/2019
implement effective arrangements for the monitoring, support and coaching of staff, to identify and act on weaknesses in practice, to improve the quality of teaching and learning.	21/06/2019

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

	Due date
improve the planning and range of resources available to support each child's individual learning and development needs, providing equality of opportunity and anti-discriminatory practice, and ensure they are ready for school.	19/07/2019

## 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, and carried out joint observations with the manager.
- We carried out this inspection as a result of a risk assessment, following information we received about this provider.

**Inspector**

Anne Clift

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. The manager does not ensure that the safeguarding policy is implemented. Not all staff have a secure understanding of the possible signs that a child is at risk of harm and the correct procedures to follow if they have concerns about a child's welfare. They do not know how to report concerns about the conduct of staff who work at the setting. This significantly compromises children's safety. The manager does not ensure that staff understand and follow the mobile phone and camera policy. They allow children to have access to their mobile devices and fail to challenge visitors who use their phones in areas of the pre-school where children play. Recruitment processes are not rigorous. The manager has not ensured that all the required checks have been carried out on all staff. She does not maintain all necessary records relating to staff employment and details of the suitability checks. This means that the suitability of staff cannot be guaranteed. The manager does not ensure that all risks to children are identified and minimised. Children access the backstage area of the hall where they are exposed to numerous hazards. Staff fail to fully risk assess all activities. Children play boisterous games of football in areas where other children sit. This puts them at risk of injury. The manager fails to maintain the record of attendance effectively. This means that it is unclear which children are present at any given time. The manager offers staff some staff training and meets ratio requirements. However, she does not provide effective ongoing support and induction so that all staff are clear about their roles and responsibilities to meet children's needs. She fails to ensure that all staff have all the necessary skills to support children's learning and development well. This significantly compromises children's care and learning. Self-evaluation is weak and has not identified breaches in requirements.

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

Staff fail to meet the individual learning and development needs of all children. The quality of teaching and learning is weak. Although staff monitor the progress that children make, they do not plan effectively for children's individual learning needs. They do not provide children with planned, purposeful play, and the range of resources available for them to use is inadequate. This means that children do not achieve success in their next stage of learning. Children are bored, restless and not motivated. Their play becomes repetitive because there is nothing else for them to do that interests them. Children spent a long time waiting before they left for a trip to the cinema.

### Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management significantly compromise children's safety and well-being. Staff do not help children to understand the reason why some behaviour is unacceptable. This means that children do not learn about keeping themselves safe and how their behaviour affects others. Staff assign gender stereotyping to some activities that children do. When girls ask if they can make a 'Batgirl' mask instead of 'Batman', staff tell them that they can make pretty butterfly masks instead. This does not provide equality of opportunities. Although staff follow suitable hygiene routines to keep the premises clean, the manager does not ensure that children's health is fully supported. The lunch she provides to children has a low nutritious value.

### **Outcomes for children are inadequate**

Children's learning experiences and development are poor. Weak teaching has a very negative impact on the progress that children make. Children fail to thrive and are not well prepared for the next steps in their learning and starting school.

## Setting details

<b>Unique reference number</b>	EY411377
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	10107130
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	2 - 12
<b>Total number of places</b>	50
<b>Number of children on roll</b>	88
<b>Name of registered person</b>	Baby Gems Playhouse Limited
<b>Registered person unique reference number</b>	RP905760
<b>Date of previous inspection</b>	14 October 2016
<b>Telephone number</b>	07949106798

Baby Gems Playhouse registered in 2010. The setting employs 11 members of childcare staff, four work in the pre-school and the rest work in the playscheme and before- and after-school clubs. Of these, eight hold relevant qualifications at level 3 to level 4. The pre-school opens from Monday to Friday, term time only. Sessions are from 7.30am until 6pm. The pre-school offers before- and after-school sessions during term time, and playschemes during the holidays. The pre-school receives funding to provide free early education for two-, three- and four-year-old children.

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