

# Inspection of Jumping Jac's Nursery

Jumping Jacs Nursery, 1 Frankley Avenue, HALESOWEN, West Midlands B62 0EH

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Inspection date: 26 January 2022

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## **Overall effectiveness**

**Inadequate**

The quality of education

**Inadequate**

Behaviour and attitudes

**Inadequate**

Personal development

**Inadequate**

Leadership and management

**Inadequate**

Overall effectiveness at previous inspection

Good

## What is it like to attend this early years setting?

### The provision is inadequate

Children's welfare and safety is not assured. This is due to leaders and the manager implementing poor practice when identifying and reporting allegations against staff. On occasions, children's personal, social and emotional development is potentially compromised by the use of inappropriate behaviour management strategies. A 'time-out strategy' is used throughout the nursery, despite staff recognising that babies and young children do not understand it. Although staff report that this behaviour strategy can cause babies and young children to become frustrated, some staff continue to use this ineffective system.

Children show a real interest in what is provided and are keen to explore and be creative. For example, children under three years have plenty of opportunities to use their senses as they use the paint, water, sand and dough. Children thoroughly enjoy being physical. For example, pre-school children delight in using their ribbons as they dance and use words such as 'high', 'low', 'circles', 'twist' and 'shake'. Children show a keen interest in colour and shape and enjoy counting.

Staff use a rich range of language and encourage children to communicate as they play. Children show a real fondness for books, which are shared with them individually and in groups. Singing sessions throughout the day are enjoyable and the use of interesting visual aids keep children engaged. For example, young children clap their hands, stamp their feet and nod their heads as the staff encourage them to sing.

### What does the early years setting do well and what does it need to do better?

- Leaders and the manager do not respond swiftly or appropriately to safeguarding concerns. This is because, when certain concerns are raised with them, they enact their internal disciplinary procedures. However, in doing so, they fail to recognise what constitutes an allegation against staff members. This means they recently mishandled a significant concern of this nature. They did not report to the relevant safeguarding agency. In addition, they also failed to inform Ofsted. Consequently, leadership and management are inadequate.
- Staff caring for babies and young children under the age of three years do not use age-appropriate behaviour management strategies. They report putting babies and young children in 'time out' for a short period if they display unwanted behaviours. Staff working with these children acknowledge the 'time-out strategy' used is not suitable, but some continue using it regardless. This poor teaching practice potentially compromises some babies and young children's personal development. This is because they are too young to comprehend what is expected of them and why they are in 'time out,' so during such times, their needs are not met.

- Leaders and the manager do not have an adequate overview of staff practice. Despite the fact leaders carry out regular staff supervisions and the manager frequently observes the quality of teaching, they do not generally know how staff manage children's behaviour throughout the nursery day. This specifically refers to staff confirmation that inappropriate behaviour management strategies are used with babies and young children. In addition, leaders and the manager are not aware of staff's individual training needs in this specific area.
- The provider fails to recognise the importance of sharing information with parents about significant events that involve their children. As a result, the two-way flow of information between the provider and parents is seriously compromised. Despite this, parents speak highly of the nursery and staff, the progress their children make and the online system used to keep them up to date. They report that they are impressed by the detailed progress reports they receive and the feedback about their child's day.
- Children benefit from healthy and nutritious meals and snacks. Staff support the youngest children to eat their food and pre-school children are encouraged to serve their own meals. Staff give children clear messages about which foods are healthy and unhealthy and the importance of limiting sugar. All children thoroughly enjoy being physical outdoors as they negotiate space, play chasing games and climb.
- Staff teach children about people and communities beyond their own experiences. For example, staff use a rich range of resources to talk about aspects of Chinese customs and traditions. Children use words such as 'chopsticks', 'sushi', 'dragon', 'tiger' and 'lantern' as they recall what they have learned. There are strong links with the local community. For example, a recent visit from the fire brigade helped children learn about how to keep safe and ignited their interest in the emergency services.
- Staff place a clear priority on supporting children's communication and language development. For example, staff use 'baby sign' throughout the rooms to support their communication skills. They regularly assess children and plan challenging next steps to help them progress. Children with special educational needs and/or disabilities benefit from individual attention and support to help close gaps in their learning.

## Safeguarding

The arrangements for safeguarding are not effective.

Leaders and the manager have failed to follow the safeguarding policy and procedures in place in relation to allegations against staff. This compromises children's safety and welfare. Despite this, all staff are trained in child protection issues and have a secure knowledge of the signs of abuse and the procedures to follow if they have a concern about a child or their family. There are effective recruitment, vetting and induction procedures in place to ensure all new staff employed are suitable to work with children. Detailed risk assessments are carried out to ensure the environment, both indoors and outdoors, is safe for children.

## What does the setting need to do to improve?

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

|  | Due date   |
|--|------------|
| ensure that safeguarding procedures are followed when a safeguarding allegation about a member of staff or concern is identified       | 27/01/2022 |
| ensure all staff manage children's behaviour in an age-appropriate way that supports their well-being                                  | 28/01/2022 |
| ensure parents are kept fully informed about any significant events concerning their children  | 28/01/2022 |
| improve the arrangements in place for staff monitoring and training to ensure they are able to fulfil the requirements of their roles. | 31/01/2022 |

## Setting details

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|--|---|
| <b>Unique reference number</b>                     | EY358327  |
| <b>Local authority</b>                             | Dudley  |
| <b>Inspection number</b>                           | 10220776  |
| <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 at time of inspection</b> | 0 to 4  |
| <b>Total number of places</b>                      | 64  |
| <b>Number of children on roll</b>                  | 121   |
| <b>Name of registered person</b>                   | Jumping Jac's Nursery Partnership   |
| <b>Registered person unique reference number</b>   | RP909992  |
| <b>Telephone number</b>                            | 01214 232442  |
| <b>Date of previous inspection</b>                 | 6 June 2019   |

## Information about this early years setting

Jumping Jac's Nursery registered in 2007. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. It receives funding to provide free early education for two-, three- and four-year-old children. The nursery employs 18 members of childcare staff. Of these, 14 hold an appropriate early years qualification at level 3 and four hold a qualification at level 2.

## Information about this inspection

### Inspector

Parm Sansoyer

## Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- This was the first routine inspection the setting received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the setting.
- The inspector and the manager completed a learning walk together to check the safety of the premises and to gather information about the experiences provided.
- The inspector carried out a joint observation in each room with the manager.
- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector held a meeting with the providers and manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to staff and parents at appropriate times during the inspection.

We carried out this inspection 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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