

Inspection of ABC Early Learning & Childcare Centre UK Ltd

87 Bilbrook Road, Codsall, Wolverhampton WV8 1EP

Inspection date: 14 November 2022

Overall effectiveness	Inadequate
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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 safety is compromised. For example, staff fail to notice a child left alone in a classroom for an unknown period of time. The premises are not secure enough to prevent unauthorised persons entering. Staff organise children into classrooms dependent on the number of children attending on the day, rather than with their key person. This has a negative impact on children's emotional well-being. For example, new children cry for long periods and are generally unsettled. Staff do not support children to learn right from wrong and consequently, children display unwanted behaviour. This hinders other children's enjoyment and learning. Additionally, too many staff working with the children are unsure of children's next steps in learning. Consequently, children are not provided with activities that match their learning needs and therefore, they do not make the progress they are capable of.

Children enjoy the nutritious meals and snacks freshly prepared by the nursery cook. Children develop their physical skills, indoors and outdoors. For instance, children learn to negotiate the steps on the nursery slide. Toddlers engage with staff as they enjoy music sessions. Children learn to be independent. For example, they help to tidy away toys and feed themselves using appropriate cutlery. Staff provide children with regular drinking water to ensure they stay hydrated.

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

- Failures in leadership put children at risk of harm. There are significant breaches of the requirements of the 'Statutory framework for the early years foundation stage'. For example, policies, procedures and risk assessments are ineffective at keeping children safe.
- Leaders deploy a high level of new staff, apprentices, cover staff and agency workers. Although adult-to-child ratios are maintained, staff deployment is poor. Staff move from room to room. In the absence of key persons, staff are unaware of children's individual needs.
- Staff in the rooms for two-year-old children do not manage behaviour effectively. For example, children push and hit other children. Staff do not support children to learn right from wrong. This is demonstrated by the repeated poor behaviour of some children.
- Children's learning and development are significantly compromised because managers and staff fail to implement a well-designed curriculum. Arrangements to provide support, coaching and training for the manager and staff are ineffective. Leaders do not monitor staff performance effectively. They fail to identify gaps in staffs' knowledge of how children learn and weaknesses in staffs' teaching practice.
- Although staff make some assessments of children's learning to identify next

steps, this information is not used to plan activities that match to what children need to learn next. This does not support children to build on what they already know and can do.

- Although staff provide some enjoyable activities, overall, these activities do not match children's learning needs. This results in children who disengage and become disruptive to others. For example, during story time, some children roll around, kick and push others. Rather than managing this unwanted behaviour, staff stop the activity. This means that those children engaged in the story have their learning interrupted. Consequently, children do not develop a positive attitude towards their learning.
- Staffs' understanding of how children learn is poor. For example, staff working with children in the room for children aged two years expect the children to take part in a board game intended for children aged four to eight years. Children quickly disengage and start to move away. Despite this, staff bring children back and continue with the activity. Staff working with children under two years of age try to provide experiences that children are not ready for. For example, they concentrate on pencil control, rather than activities over time to strengthen children's small-muscle skills in preparation for future writing. Furthermore, staff working with pre-school children demonstrate a poor understanding of how to promote mathematical development. Some activities are too complex for children. For example, staff encourage children to look at number lines with numbers up to 30 before children have sufficient understanding of lower numbers.
- The nursery's special educational needs coordinator oversees children with special educational needs and/or disabilities and makes referrals to the appropriate professionals so that these children can receive the support they need.
- Parents comment on the kind and caring staff. They appreciate the information they receive about their children's day.

Safeguarding

The arrangements for safeguarding are not effective.

Policies, procedures and risk assessments implemented by leaders and staff are ineffective and therefore, children's safety is not assured. Leaders and staff do not ensure that children are usually within their sight and hearing or within sight or hearing at all times. Consequently, this puts children at risk of harm. The premises are not secure enough to prevent unauthorised persons entering. On the day of the inspection, the inspectors were able to access the premises without any checks. This compromises children's safety. However, staff do have a secure knowledge of the possible signs of abuse and know where to report any concerns they may have about a child's welfare. Accidents are reported, and parents are informed. The premises are clean and hygienic.

What does the setting need to do to improve?

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

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

	Due date
take all reasonable steps to prevent unauthorised persons entering the premises	09/12/2022
ensure that the risk assessment process is effective in identifying and removing all potential hazards to children and staff, particularly in relation to the security of the premises and to when children move around the nursery	09/12/2022
ensure that children are usually within sight and hearing of staff and always within sight or hearing	09/12/2022
ensure staff are deployed to supervise children effectively at all times and to meet children's needs	09/12/2022
ensure leaders and staff receive appropriate support, training and supervision to undertake their roles and responsibilities	09/12/2022
support staff to manage children's behaviour in an appropriate way	09/12/2022
implement an effective key-person system to ensure children's individual needs are met at all times.	09/12/2022

To meet the requirements of the early years foundation stage, the provider must:

	Due date
ensure that staff understand and implement a well-sequenced curriculum	12/12/2022

support staff to plan and deliver a broad educational programme that builds on the knowledge and skills of all children	12/12/2022
use information from assessments of children's learning to identify and focus on what individual children need to learn next	12/12/2022
provide every child with challenging and enjoyable activities that match their learning, interests and development to support them in making progress in their learning and development.	12/12/2022

Setting details

Unique reference number	EY471894
Local authority	Staffordshire
Inspection number	10260536
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	120
Number of children on roll	104
Name of registered person	ABC Early Learning & Childcare Centre UK Ltd
Registered person unique reference number	RP904912
Telephone number	07977463615
Date of previous inspection	19 October 2017

Information about this early years setting

ABC Early Learning & Childcare Centre UK Ltd registered in 2013 and is one of two provisions operated by a limited company. The nursery employs 23 members of childcare staff. Of these, two hold a relevant childcare qualification at level 6, and 16 at level 2 to level 3. The nursery opens Monday to Friday, for 51 weeks of the year. Sessions are from 7.30am until 6pm. The setting provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Karen Laycock
Trisha Turney

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspectors discussed the impact of the pandemic with the provider and have taken that into account in their evaluation of the provider.
- We carried out the inspection as a result of a risk assessment, following information we received about the provider.
- The manager and the inspectors completed a learning walk to gather information about how the provision and curriculum are organised.
- The manager carried out a joint observation with an inspector to evaluate the impact of teaching on children's learning.
- Parents spoke to the inspectors and gave their views of the nursery.
- The inspectors observed the quality of teaching to assess the impact of this on children's learning.
- The inspectors held a meeting with the management team and looked at relevant documentation and evidence of staff suitability.

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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