

# Inspection of Edgbaston Grange Day Nursery

227 Hagley Road, Birmingham, West Midlands B16 9RP

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Inspection date: 13 July 2023

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education	<b>Inadequate</b>
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Behaviour and attitudes	<b>Inadequate</b>
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Personal development	<b>Inadequate</b>
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Leadership and management	<b>Inadequate</b>
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Overall effectiveness at previous inspection	Good
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## What is it like to attend this early years setting?

### The provision is inadequate

Children's safety is not assured. The provider has failed to ensure that the setting meets the requirements of the 'Statutory framework for the early years foundation stage'. Staff do not understand their responsibilities to safeguard children. Children are exposed to risks to their safety and staff fail to ensure that emergency evacuation routes are clear.

The curriculum is not implemented well enough to engage children in a range of stimulating experiences that build on what they already know and can do. Children often flit from one thing to the next without any purposeful learning taking place. Staff interactions are not consistent across the whole nursery. Those working with older children are abrupt. They sometimes shout at children and often say 'no' to them without any explanation. Therefore, children are not supported to understand age-appropriate expectations and boundaries. When older children are visibly upset, they are not comforted. This does not help children to feel secure. That said, staff working with babies are caring. They support babies to build secure attachments. Staff in the baby room, and some staff in the room for two-to-three-year old children, engage children in stories, songs and rhymes. This helps children from a young age show a real enjoyment in stories and singing. Younger children's language is developing well.

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

- Staff and managers do not check the safety of the premises often enough to identify risks to children's safety. Emergency evacuation routes are blocked, meaning staff and children cannot leave the premises urgently in the event of an emergency. Outdoors, children are exposed to standing water, which staff do not empty away. Potties are broken and could cause injury to children.
- Staff and managers do not fully understand how to safeguard children. Staff do not receive training that enables them to understand different safeguarding issues that children may be at risk of. They are not alert to inappropriate behaviours displayed by other staff, such as when they shout at children. Systems for checking staff's suitability are not rigorous enough to make sure that they are safe to work with children. This means that children are not safeguarded.
- Managers and staff fail to ensure that children's bathrooms are clean, hygienic and fit for purpose. Children have no access to toilet roll, handwashing soap or hand drying facilities. Toilets and potties are dirty. This does not promote children's health.
- Due to recent staff turnover, there is no named person to take charge in the absence of the manager. There is a lack of support in place for the manager. This places significant pressures on the manager and impacts on their ability to

fulfil their role.

- The provider has failed to ensure that there are enough staff available on the premises who hold a current paediatric first-aid certificate. On occasions, the deployment of staff who do hold a current paediatric first-aid certificate means that they would not be able to respond quickly in the event of an emergency. This impacts on the safety of children.
- Staff do not implement appropriate behaviour management strategies to promote children's positive behaviour. They do not act as positive role models and fail to show respect to all children. Children repeat what adults say and they are often heard saying 'no' to each other in negative and abrupt tones. They are not learning how to be respectful of one another, to build friendships and resolve conflicts.
- Staff's expectations are not age-appropriate. They do not support children's personal social and emotional development. Older children are expected to sit in a prescribed way for long periods of time. Some staff's interactions with children are negative. Consequently, at times children struggle with their emotions. They are confused and do not develop a positive sense of themselves.
- Staff do not provide a curriculum that is challenging. The intent for what staff want children to learn is not clear. Staff know the children and plan activities based on their interests. Children like to paint and play imaginatively in the role-play area. However, there is no focus and learning is not sequenced to help children to consolidate their skills and make progress in readiness for school.
- Arrangements for supervising staff are poor. Opportunities for staff to discuss sensitive issues are sparse. There is too little oversight from the provider to effectively support the manager. The manager does not monitor staff's teaching and practice closely enough. They are not aware of significant weaknesses in the quality of education or concerns about the way staff speak to children. This means that there is not enough being done to improve the overall quality of provision.
- Although the nursery has a broad range of policies and procedures in place, they fail to ensure that information about these is made available to parents. As a result, procedures to share information about the setting's policies with parents are weak.
- Staff communicate well with parents and share information about the children's day through an online application. Parents speak positively of the nursery and the activities that their children enjoy.

## Safeguarding

The arrangements for safeguarding are not effective.

Children's safety and welfare are compromised. Managers do not ensure that staff complete training to keep their knowledge of safeguarding issues up to date. Staff are not alert to some signs that could indicate children are at risk of abuse or harm. They fail to recognise when other staff members show inappropriate behaviour towards children and, therefore, do not respond appropriately. Managers do not properly check staff's suitability to work with children. They do not explore

gaps in their employment history and fail to obtain reference checks. Risk assessment is poor and puts children's safety at risk. The provider has not ensured that enough staff hold a current paediatric first-aid certificate and would be available to respond in an emergency. Staff's behaviour and approach towards children has a negative impact on their welfare.

## 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
ensure that risk assessment is used effectively to identify and respond to risks to children's health and safety, including making sure that emergency evacuation routes remain clear and accessible at all times	04/08/2023
ensure that there is a named deputy manager who is suitably capable and qualified to take charge in the absence of the manager	04/08/2023
put suitable arrangements in place for the supervision of all staff so that they receive the support they need to fulfil their roles and responsibilities	04/08/2023
ensure that all areas of the premises are clean, hygienic, fit for purpose, including children's bathrooms being stocked with adequate supplies to meet their needs	04/08/2023
implement effective systems for checking the suitability of all staff who work directly with children	04/08/2023
ensure that at least one person who has a current paediatric first aid certificate is available on the premises at all times, and that staff who hold a paediatric first aid certificate are deployed effectively to be able to respond in an emergency	04/08/2023

ensure that all staff manage children's behaviour in an appropriate way	04/08/2023
provide all staff with training to make sure that they have an up-to-date knowledge of safeguarding issues	04/08/2023
ensure that all staff understand how to identify, and the procedures to follow to respond to, inappropriate behaviour displayed by other members of staff	04/08/2023
ensure that information about policies and procedures is made available to parents	04/08/2023
ensure that staff's teaching and practice is effectively monitored in order to swiftly identify and address weaknesses.	04/08/2023

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

	<b>Due date</b>
ensure staff plan and implement a challenging and enjoyable curriculum that meets the needs of all children and builds on what they know and can do	31/08/2023
ensure that staff understand how to support children's personal, social and emotional development, in particular how to manage their emotions, develop a positive sense of themselves, build friendships and resolve conflicts peacefully	31/08/2023
ensure all staff respond to each child's emerging needs and consistently provide warm, positive interactions to guide their development in preparation for the next stage in their learning.	31/08/2023

## Setting details

<b>Unique reference number</b>	EY284917
<b>Local authority</b>	Birmingham
<b>Inspection number</b>	10302027
<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>	105
<b>Number of children on roll</b>	62
<b>Name of registered person</b>	Edgbaston Grange Day Nursery Partnership
<b>Registered person unique reference number</b>	RP524259
<b>Telephone number</b>	0121 455 6080
<b>Date of previous inspection</b>	22 October 2018

## Information about this early years setting

Edgbaston Grange Day Nursery registered in 2004. It is located in Edgbaston, Birmingham. The nursery opens Monday to Friday for 51 weeks per year. Sessions are from 7.45am until 6pm. There are nine members of staff employed. Of these, one holds a qualification at level 6, six hold qualifications at level 3 and one holds a qualification at level 2. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspectors

Lisa Bennett  
Emma McCabe

## Inspection activities

- This was the first routine inspection the provider 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 provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The manager and one inspector completed a learning walk to gather information about how the provision and curriculum are organised.
- The manager and one inspector carried out a joint observation to evaluate the effectiveness of teaching.
- The inspectors spoke to parents and took account of their views.
- The inspectors observed the quality of teaching to assess the impact of this on children's learning.
- One inspector spoke with the manager about the leadership and management of the setting.

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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