

Inspection of The Cradle Nursery

Church Hall, Edward Street, Oldbury, West Midlands B68 8RH

Inspection date: 6 June 2024

Overall effectiveness

Requires improvement

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Requires improvement

Leadership and management

Requires improvement

Overall effectiveness at previous inspection

Not applicable

What is it like to attend this early years setting?

The provision requires improvement

The nursery is going through a significant period of change. The new owners, management and staff team are eager to implement improvements. Their focus is on improving outcomes for children. They are at the beginning of this journey. Leaders are working with parents and local authority advisers to quickly add stability and routine for children. Leaders have a clear vision for the nursery, however, some of the new ideas are not yet fully embedded into practice. They need more time to successfully implement the changes.

Staff are setting new boundaries and are starting to have a positive effect on some children's behaviour. For example, children enjoy mixing different colours with paint. Staff encourage them to wear an apron and share resources. Staff add different equipment for the children to paint such as animals and dinosaurs. This sparks the children's interest and encourages others to join in. Staff extend the activity by providing children with the opportunity to wash the painted items in a tub of bubbly water. This supports them to consider how to look after the tools they are using. However, the new routine and expectations of behaviour are not yet fully established. Learning to respect each other and the environment is still in its infancy. Some children, particularly older children, do not always listen and are at times bored. This is because staff do not consistently plan activities that focus and engage their attention. As a result, children, including those with special educational needs and/or disabilities (SEND), do not yet make the progress they are capable of.

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

- Leaders acknowledge there are improvements that need to be made within the nursery. Many of the weaknesses are longstanding. Leaders identify key areas for development. They are supporting staff to be adaptable, flexible and open to change. They promote a culture of openness and honesty. Staff say they feel empowered and excited about what the future looks like at the nursery. They say their well-being is a priority and has improved since the new ownership. Leaders have built a new staff team that is keen to embrace improvements.
- At times, children spend too long free playing, particularly during transition times. For instance, when they move indoors from the garden, children quickly lose focus, flit around the room and their behaviour deteriorates. This is due to weaknesses in new key persons not being fully aware of children's individual learning needs. This is because of the recent and rapid changes to the staff team. As a result, staff do not plan activities that consistently motivate children to engage and learn. Therefore, teaching is not yet sharply focused on closing the gaps in children's knowledge.
- Leaders have a clear understanding of what they want children to learn.

However, their vision for a rich and broad curriculum is still being embedded. Older children are beginning to be prepared for school. For example, newly implemented circle time gives them the opportunity to sing songs and share ideas. Most children are learning to listen, and their attention is improving. However, as this is still new, some children struggle to follow what is being asked of them.

- Support for children with SEND is improving. Leaders recently reviewed all the children's plans and targets and made referrals for external support. The special educational needs coordinator shares information with the wider staff team. This means that children will get the early and ongoing support they might need. Staff are calm and clear in their approach to children with SEND. Close bonds between staff and children are evident.
- Parents generally speak positively of the nursery. They say their children are happy and enjoying attending. Parents say they are well informed of the changes the new owners plan to make. Verbal handovers are thorough and advise them of their child's day.
- All children enjoy daily outdoor play. There are lots of opportunities for them to be physically active. Children delight in using the climbing frame and taking turns on the swings. Staff closely supervise to ensure that children remain safe when taking appropriate risks. As a result, children are building their large muscles and confidence.

Safeguarding

The arrangements for safeguarding are effective.

There is an open and positive culture around safeguarding that puts children's interests first.

What does the setting need to do to improve?

To further improve the quality of the early years provision, the provider should:

- strengthen the key-person system so that new key persons are fully aware of the children's individual learning needs
- improve the planning of activities so that children remain engaged and motivated to learn
- implement and embed a broad and ambitious curriculum for all children that prepares them well for their next stage in learning.

Setting details

Unique reference number	2787155
Local authority	Sandwell
Inspection number	10352881
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 at time of inspection	0 to 5
Total number of places	63
Number of children on roll	40
Name of registered person	RANAM LTD
Registered person unique reference number	2787153
Telephone number	01215448012
Date of previous inspection	Not applicable

Information about this early years setting

The Cradle Nursery registered in 2024 and is based in Oldbury. The nursery employs 10 members of childcare staff. Of whom, nine are qualified at level 2 and above. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Katie Rudge

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 inspector viewed the provision and discussed the safety and suitability of the premises.
- The area manager and the inspector completed a learning walk together of all areas of the nursery and discussed the early years foundation stage curriculum.
- The inspector talked to staff and parents at appropriate times during the inspection and took account of their views.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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