

# Inspection of Redditch YMCA Pre-School and Nursery

Church Hill Community Centre, Loxley close, Church Hill, Redditch B98 9JL

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Inspection date: 13 June 2024

<b>Overall effectiveness</b>	<b>Inadequate</b>
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The quality of education

**Good**

Behaviour and attitudes

**Good**

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 is compromised due to breaches in safeguarding requirements. Leaders have failed to follow their safeguarding policies and procedures. Although they have completed their own comprehensive investigations, they have not referred safeguarding matters to local partners and Ofsted. This puts children at potential risk of harm.

That said, this does not affect the quality of the teaching and learning that children receive. Staff plan activities that consistently motivate children to engage and learn. Children show a positive attitude to learning. They are keen to explore different media, such as paint and play dough. Staff support children to share resources and take turns. They are ambitious for children and have a clear understanding of what they want children to learn next. Staff support young toddlers to begin toilet training from an early age. As a result, children are being well prepared for their next stage in learning.

Children are happy and approach staff for reassurance. Staff respond with warmth and kindness. Children are forming relationships with staff and close bonds are evident. Leaders recognise that children need a consistent approach to behaviour management. Staff gently implement the rules and boundaries of the nursery. Consequently, children are learning how to behave well.

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

- Leaders do not fulfil their role and responsibility to safeguard children. For example, they have failed to make a timely referral to local safeguarding partners when there was an allegation made against staff. In addition, leaders have not notified Ofsted of this allegation. Therefore, weaknesses in the overarching safeguarding procedures mean children's safety and well-being are compromised.
- The manager demonstrates clear intentions for what she wants children to learn during their time at nursery. The curriculum is challenging and interesting. There is a strong focus on developing children's communication and language. Staff make good use of songs and rhymes to encourage new words. Children happily interact with visitors, sharing their thoughts and ideas. As a result, all children make good progress from their various starting points.
- Staff gather valuable information from parents when children start. This supports staff to set accurate starting points and next steps in children's learning. Staff use regular observations and assessments to track children's progress. They quickly identify any gaps in children's knowledge and focus their planning to support these. However, at times, quieter children receive less support and interaction from staff. This means these children occasionally miss opportunities

to extend their knowledge.

- There are suitable arrangements for children with special educational needs and/or disabilities. Staff work well with other professionals to get the early and ongoing support they might need. Staff know these children well and set them specific targets. These are shared regularly with their parents and other staff. This means children get consistent support to achieve their next steps in learning.
- Children eat a balanced and nutritious diet. Staff share healthy lunch box ideas with parents. Children have access to fresh drinking water. There is a focus on good oral health. Older children brush their teeth at nursery. There are effective systems in place for allergy management. Staff share valuable information about children's dietary requirements, that are clearly visible for all staff to see. This helps to keep children safe and avoids cross contamination of allergens.
- Staff feel well supported in their roles. They say their well-being is a priority and the manager is very approachable. The manager observes staff practice and provides constructive feedback. She uses regular supervisions to help identify training needs for staff. Consequently, staff morale is high and they work well as a team.
- Staff make regular checks on the safety of the environment. Areas are clean and hygienic. Staff effectively risk assess the garden areas before children move outdoors. All children enjoy daily fresh air and outdoor play. Staff count children in and out of rooms to ensure they remain safely accounted for.
- Parents speak positively about the nursery. They say their children are happy and have made progress with their communication skills. Parents appreciate the information they receive on a day-to-day basis. They say staff are friendly and approachable. This helps them to feel confident to raise any queries or questions with managers.

## Safeguarding

The arrangements for safeguarding are not effective.

There is not an open and positive culture around safeguarding that puts children's interests first.

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

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

	<b>Due date</b>
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ensure that those designated to take the lead in safeguarding have a secure knowledge of the local procedures to follow when there are allegations made against a colleague.	09/07/2024
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**To further improve the quality of the early years provision, the provider should:**

- help staff to recognise quieter children, so that these children receive effective support that enhances their learning.

## Setting details

<b>Unique reference number</b>	EY338265
<b>Local authority</b>	Worcestershire
<b>Inspection number</b>	10352894
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years 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>	48
<b>Number of children on roll</b>	69
<b>Name of registered person</b>	Worcestershire YMCA Limited
<b>Registered person unique reference number</b>	RP521630
<b>Telephone number</b>	01527 65668
<b>Date of previous inspection</b>	17 February 2023

## Information about this early years setting

Redditch YMCA Pre-School and Nursery registered in 1978. It is run by Worcestershire YMCA Limited. The nursery opens each weekday from 8am to 5pm for 51 weeks of the year. It employs 14 members of childcare staff. Of these, two hold an early years qualification at level 6, ten hold an early years qualification at level 3 and two at level 2. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Katie Rudge

## Inspection activities

- The inspector discussed any continued 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 manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- Children spoke to the inspector during the inspection.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.

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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