

Step By Step Nursery

1 Bridge Avenue, Hammersmith, London, W6 9JA



Inspection date

19 May 2015

Previous inspection date

8 December 2014

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Inadequate	4
How well the early years provision meets the needs of the range of children who attend		Requires improvement	3
The contribution of the early years provision to the well-being of children		Requires improvement	3
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Assessment and tracking of younger children is not always effective to ensure they make progress.
- The safeguarding policy does not clearly explain the procedure to follow if an allegation is made against a member of staff. This hinders the ability of the provider to safeguard children.
- The record of children's attendance does not always detail the time children leave the premises. This means that staff do not know which children are on the premises, which potentially compromises children's safety, for example, if the setting needed to evacuate in an emergency.
- Staff do not consistently work with parents to enhance children's learning. This is because not all staff regularly keep parents up to date about their children's progress.

It has the following strengths

- Children form close bonds with the staff and their peers which help them to feel secure.
- Children learn to understand and manage their feelings. Staff provide clear explanations why certain behaviour is unacceptable and use praise and encouragement to promote positive behaviour.
- Staff help children gain skills that support them to move confidently to the next age group within the nursery or to school.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- ensure the assessment and tracking of progress made by younger children is regularly reviewed to plan and implement activities that take them forward in their learning
- review the safeguarding policy to ensure it includes a clear explanation of the action to be taken in the event of an allegation being made against a member of staff and, inform staff of the updated policy
- ensure a daily record of the names of the children being cared for on the premises and their hours of attendance is maintained.

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

- develop partnerships with parents by frequently sharing records and information about the progress children make to enhance their learning.

To meet the requirements of the Childcare Register the provider must:

- ensure a daily record of the names of the children looked after on the premises and their hours of attendance is maintained (compulsory part of the Childcare Register)
- ensure a daily record of the names of the children looked after on the premises and their hours of attendance is maintained (voluntary part of the Childcare Register).

Inspection activities

- The inspectors observed activities within the nursery and the outdoor area.
- The inspectors spoke with staff and children at appropriate times throughout the inspection and held a meeting with the provider.
- The inspectors spoke with parents and took account of their views.
- The inspectors looked at evidence in relation to the suitability of staff members, and a range of other documentation including children's records and policies and procedures.
- The inspectors carried out joint observations with the provider.

Inspector

Julie Whitelaw / Siobhan O'Callaghan

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This requires improvement

Children enjoy well planned activities in the nursery and outside play area that help most children to make steady progress in all areas of learning. Staff observe what children can do and identify the next steps in their learning. This information is used to plan activities to support children's individual needs and interests. However, tracking and assessment is not regularly completed for some of the younger children. It is unclear if activities are planned to help them make secure progress. Children in the pre-school gain confidence as staff teach them how to use a hammer safely to hit nails into wood. Their language is promoted as they attentively listen to stories and recall past events. Staff encourage children to concentrate and persevere at a task while completing mathematical activities. Younger children enjoy the challenge of making play dough. Staff teach them new skills as they explore through their senses and express how the dough feels and smells. Children learn self-care skills, which promote their confidence and independence.

The contribution of the early years provision to the well-being of children requires improvement

Parents say their children are happy to attend the nursery. The close bonds children have formed with the staff and their peers support their emotional well-being. Children learn right from wrong as staff reinforce positive behaviour. Children have fun being active in the garden. Meal times are a social occasion when children enjoy healthy food. The provider maintains clear documentation demonstrating that checks are carried out to ensure the suitability of staff. Action is taken to minimise risks within the setting. For example, food is decanted into bowls to cool before serving and the gate into the garden has been made secure. Most policies and procedures help to safeguard children and support their well-being. However, the procedure to be followed if an allegation is made against a member of staff is not clear. Not all staff fully understand the action that should be taken in such an event. Systems to record children's attendance are not effective because, the time children leave is not always recorded.

The effectiveness of the leadership and management of the early years provision requires improvement

The provider has an adequate understanding of how to implement the learning and development requirements. Planning for the outside environment to support children's learning has improved. Staff are appropriately deployed to help children learn and to support their safety. Staff work with professionals to ensure children with additional needs receive the help they require. Staff generally work well with parents to meet children's needs. However, they do not ensure all parents are fully informed about their children's progress. Arrangements to monitor staff performance and identify training needs are evolving through the use of appraisal and supervision. Systems to review practice are not always effective. Consequently gaps in the assessment and tracking of children's progress and the failure to meet legal requirements have not been promptly identified.

Setting details

Unique reference number	402846
Local authority	Hammersmith & Fulham
Inspection number	1014706
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	30
Number of children on roll	21
Name of provider	Nelson Child Care Limited
Date of previous inspection	8 December 2014
Telephone number	020 8748 1319

Step By Step Nursery is one of two nurseries run by Nelson Child Care Limited. It registered in 2001 and operates from three rooms in a house in the London Borough of Hammersmith and Fulham. All children share access to an enclosed outdoor play area. The nursery is open every weekday from 8am to 6pm for 51 weeks of the year. In total there are seven permanent staff working directly with the early years children. All staff have relevant early years qualifications.

This inspection was carried out by Ofsted 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may copy all or parts of this document for non-commercial educational purposes, as long as you give details of the source and date of publication and do not alter the information in any way.

To receive regular email alerts about new publications, including survey reports and school inspection reports, please visit our website and go to 'Subscribe'.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2015

