

First Steps Nursery

First Steps Nursery, 41 Brown Street, SALISBURY, SP1 2AS



Inspection date

26 June 2015

Previous inspection date

2 September 2010

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Good	2
The contribution of the early years provision to the well-being of children		Good	2
The effectiveness of the leadership and management of the early years provision		Good	2
The setting meets legal requirements for early years settings			

Summary of key findings for parents

This provision is good

- Children's communication and language development is promoted well throughout the nursery. Staff use various ways, including a national programme, to help children make good progress with their listening, speaking and understanding.
- There are effective procedures in place to monitor and evaluate the provision. Management uses a wide variety of methods, including mock inspections and continually reflecting on practice, to identify and make improvements.
- The nursery is welcoming, well maintained and provides children with a rich, stimulating area to play.
- Staff follow good procedures to keep children safe. They provide a secure environment where children can move safely. They know what to do in the event of a concern regarding a child's welfare.
- Staff work well together as a team; they meet regularly to discuss good practice.
- Children have good opportunities to play in the outdoor area, promoting their health and physical development.

It is not yet outstanding because:

- In general, routines support children's individual needs. However, on occasions during the daily routine, children are sitting down for long periods. As a result, some children become unsettled.
- Staff implement generally good settling-in procedures throughout the nursery and gather information about children's needs and interests. However, with babies this does not enable staff to plan for all babies' development needs from the outset.

What the setting needs to do to improve further

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

- continue to review the routines throughout the day to make sure children are not sitting for long periods
- develop further the methods to gain more relevant information about babies' current development to enable staff to plan for them from the time they start at the nursery.

Inspection activities

- The inspector completed a joint observation with the deputy manager and held meetings with the management team.
- The inspector observed children and the quality of staff's teaching in the playrooms and in the garden.
- The inspector spoke to staff, children and parents on the day of the inspection to gain their views.
- The inspector looked at children's assessment records, planning documents and how parents are involved in this process.
- The inspector checked the evidence of the suitability and qualifications of staff working with the children, and the provider's procedures for self-evaluating their practice.

Inspector

Lorraine Sparey

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is good

Children are motivated in their learning and as a result, they make good progress in all areas of their learning and development. Staff plan and provide a wide range of stimulating activities linked to children's interests. They use opportunities in the community to enhance children's learning about their world. For example, they worked closely with an art gallery where children were encouraged to display their work alongside other artists. Babies participated in the Magna Carta celebrations in the community. Staff use effective teaching methods to maintain children's interest and encourage them to learn by trying things out. Parents are encouraged to take an active role in their children's learning. For example, a parent visits the nursery and talks to the children about the Armed Forces Day; children excitedly participate in a drill, enjoy a typical meal, and toast the Queen.

The contribution of the early years provision to the well-being of children is good

Children build secure attachments with key staff. Staff are caring and sensitively help children to move between the various rooms as they grow and develop, and prepare them well for the move to school. Staff know the children well and this enables them to talk about their families to help them feel secure and promote their emotional development. Children behave well and respond to the staff being positive role models. Minor disputes are quickly resolved and children learn how to negotiate and behave appropriately. Children's safety is given a high priority; they are able to take risks while learning how to keep themselves safe. For example, children used tyres, logs and planks to construct their own models. They climb on them and develop their sense of balance. All children have good opportunities to play and exercise in the fresh air.

The effectiveness of the leadership and management of the early years provision is good

Staff benefit from the strong leadership team who understands their responsibilities and meets the requirements well. Management has a positive approach towards continuous professional development for staff. This includes training, cascading new information at meetings and using a quality assurance programme. This enabled them to identify mathematics as an area to improve, which they have done successfully. All staff demonstrate a secure understanding of how to safeguard children. Any concerns with regard to a child's welfare are raised by staff and dealt with quickly and effectively. The nursery has positive relationships with other early years professionals to support children with additional needs exceptionally well. Staff build secure relationships with parents. They report that staff go over and beyond to make sure that their children receive good quality care and education.

Setting details

Unique reference number	EY407080
Local authority	Wiltshire
Inspection number	831537
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	79
Number of children on roll	132
Name of provider	BBN Limited
Date of previous inspection	2 September 2010
Telephone number	01722 410 456

First Steps Nursery registered in 2010. It operates from the old Sunday School in Salisbury city centre. The nursery is open each weekday from 8am until 6pm, all year except for holidays. There are 27 staff employed at the nursery, with 22 qualified in early years at levels 2 and 3. The nursery receives funding for free early education for children aged two, three and four years old.

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