

# First Steps Childcare (Cambridgeshire) LTD

27-29, Lynn Road, WISBECH, Cambridgeshire, PE13 3DD



## Inspection date

11 September 2015

Previous inspection date

23 June 2011

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

## Summary of key findings for parents

### This provision is outstanding

- Leadership and management are exceptional. The drive for improvement is uncompromising and the dedication, skill and determination of the manager are inspirational. This has a great impact on staff who equally demonstrate a passion and commitment to providing children with the very best early years experiences. Unsurprisingly, children make excellent progress in their care.
- Parents are valued partners and very enthusiastic to share their highly positive feedback about the nursery. They readily say that staff 'Go the extra mile' and support families exceptionally well, both with children's learning at home and in practical ways in times of need. This partnership contributes greatly to children's success at the nursery.
- Teaching is excellent throughout the nursery. Staff know how and when to intervene as children play and ways in which they can promote children's learning to the highest level. This contributes to children developing an enthusiasm for learning from an early age.
- Staff working with babies and toddlers are highly skilled and knowledgeable. They foster excellent relationships with each child, giving lots of cuddles and individual attention throughout the day. Those separating from parents for the first time are well-supported, and consequently, are soon eager to investigate their new environment.
- Children with special educational needs and/or disabilities benefit from excellent support at the nursery. Staff work hard to coordinate with outside professionals and parents to ensure children's individual needs are met. Their efforts are rewarded by children's outstanding progress and sense of security.

## What the setting needs to do to improve further

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

- continue to raise staff knowledge and teaching skill to an even higher level, enhancing children's experiences and promoting their development even further.

### Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager/director, her co-director and senior staff. She looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small selection of parents during the inspection and took account of their views.

### Inspector

Jacqueline Baker

## Inspection findings

### Effectiveness of the leadership and management is outstanding

The management team lead by example and has an excellent understanding of its responsibilities. The nursery manager, who is also one of the directors, works alongside staff to model practices and ensure children benefit from the very best teaching and care procedures. Staff have a thirst for knowledge and appreciate the variety of ways they are able to improve their knowledge and skills. That being said, there are plans to improve staff professional development even further and enhance children's outcomes to an even higher level. Highly effective monitoring systems are in place, and therefore, children needing further support are quickly identified. Outstanding partnerships with outside professionals are already embedded in practice and this means when necessary, children receive the support they need in a timely manner. The arrangements for safeguarding are effective. Staff know how to identify and report their concerns about children and follow excellent policies and procedures to keep children safe. Everyone concerned with the nursery contributes to the self-evaluation and action plans are firmly targeted on improving experiences for all children.

### Quality of teaching, learning and assessment is outstanding

Children cannot wait to come into nursery at the start of the day. Older children leave parents and carers readily as they are eager to explore and investigate the wide range of exciting activities thoughtfully prepared for them. Staff have an excellent knowledge of each child. They know what interests children have and how they can promote learning at every opportunity. Children's progress is accurately assessed from their starting points, effectively recorded and shared with parents on a regular basis. Children enjoy being busy and relish the excellent teaching demonstrated by all staff as they play alongside. Children are able to express themselves well and readily involve staff in their games. Staff are skilled at supporting those children who speak English as an additional language which means that they too join in happily with activities.

### Personal development, behaviour and welfare are outstanding

Children and babies are confident, happy and feel secure at nursery. They are pleased to see staff and join in with routines and activities from an early age. For example, babies beam and clap their hands showing their delight as favourite songs are sung. All children are able to concentrate well and find plenty to do in the excellently resourced nursery. Children's behaviour is outstanding. This is because staff have consistent strategies to teach children what is, and what is not appropriate. Mealtimes are well organised and provide children with chances to learn about excellent hygiene practices, such as washing hands. Foods are nutritious and enjoyed by all.

### Outcomes for children are outstanding

All children make outstanding progress. At nursery they learn to be independent according to their stages of development and play happily with friends of all ages. Older children are well-prepared for school. Staff have a robust understanding of the skills, knowledge and attributes needed for such important changes in young children's lives.

## Setting details

<b>Unique reference number</b>	EY417215
<b>Local authority</b>	Cambridgeshire
<b>Inspection number</b>	851809
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Age range of children</b>	0 - 11
<b>Total number of places</b>	76
<b>Number of children on roll</b>	128
<b>Name of provider</b>	First Steps Child Care (Cambridgeshire) Ltd
<b>Date of previous inspection</b>	23 June 2011
<b>Telephone number</b>	01945586966

First Steps Childcare (Cambridgeshire) Ltd was registered in 2010. The nursery employs 24 members of childcare staff. Of these, 22 hold appropriate early years qualifications including the manager who holds Early Years Professional status. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports children with special educational needs and/or disabilities, and those speaking English as an additional language.

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