

Millennium First Steps Nursery Ltd

Unit-1A, Station Approach, Hitchin, Hertfordshire, SG4 9UW



Inspection date

6 January 2016

Previous inspection date

15 October 2012

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Satisfactory	3
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- The manager uses her experience and good understanding of the Early Years Foundation Stage to continuously review all areas of work. She accurately prioritises actions and implements changes. This has helped her to support the significant improvement of the nursery since the last inspection.
- Staff attend training and use their new knowledge. They now offer children further opportunities to explore and develop their scientific knowledge.
- Improved assessment and planning procedures ensure that staff offer children interesting and challenging activities. Children are excited about their learning and are well prepared for starting school.
- Staff support parents well in extending their children's learning. They explain activities and offer ideas to build on these at home.
- Sensitive staff interaction supports children in understanding their feelings and managing their behaviour. They show kindness and consideration for each other.
- The manager checks children's progress and swiftly addresses any weaker areas of learning. Staff now offer additional small-group support to further aid the development of language skills for those children who use English as an additional language.

It is not yet outstanding because:

- Staff do not always make full use of all information from parents about their children's progress at home in order to enrich the activity planning.
- Staff sometimes carry out simple daily tasks for children and so do not always promote their independence to the very best extent.

What the setting needs to do to improve further

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

- make greater use of ongoing information from parents about their child's learning and development at home
- extend the daily opportunities that enable children to develop their independence.

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. She talked with staff and children at relevant times throughout the inspection.
- The inspector held a meeting with the nursery manager and the nominated person. 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 selection of parents during the inspection and took account of their views. She also viewed written feedback from parents.

Inspector

Kelly Eyre

Inspection findings

Effectiveness of the leadership and management is good

The manager is a good role model and supervises staff well, making effective use of her childcare qualification. She has used her experience and good organisational skills to successfully address the actions set at the previous inspection. For example, progress checks for children aged between two and three years are now efficiently completed, all rooms are well lit and resources are continuously refreshed. Arrangements for safeguarding are effective. Staff receive regular training and understand how to promote children's welfare. They follow appropriate procedures to minimise the spread of infection when children become unwell at the nursery. The manager works with staff to evaluate and improve their childcare provision. She has a good understanding of the support required by each child and uses additional funding effectively to promote their learning. Staff work well with other childcare providers, helping to ensure that children move smoothly between settings and their learning is not interrupted.

Quality of teaching, learning and assessment is good

The quality of teaching is good and some staff demonstrate inspirational teaching techniques. For example, children remember a favourite story in English and, with support from a staff member, retell this in French. They are completely captivated and fully involved as they use actions and simple French vocabulary. Activities such as these, support children in extending their creativity, language skills and understanding of different cultures. Staff make good use of Montessori resources as a way of supporting children's learning. Children eagerly count the sections on number rods and match these to written numerals, thus supporting the development of their mathematical skills. Staff support children well so that they learn to work together and understand how to communicate appropriately. For example, younger children thoroughly enjoy group time. They eagerly participate as they take turns to remember each other's names, discuss the weather and talk about what they are going to do.

Personal development, behaviour and welfare are good

Staff work well with parents so that they understand each child's needs and ensure that these are met. Children quickly settle, responding warmly to their key person and other staff. Improved daily menus ensure that children consistently enjoy nutritious meals and snacks. Staff talk with them about the importance of a balanced diet, thus helping children to understand how to keep their bodies healthy. Staff place great emphasis on understanding each child. They work sensitively with them, offering praise and encouragement and thereby building children's self-esteem and their belief in their ability to succeed. Children are proud of the work they have displayed, often reviewing this and noting their own progress. These thoughtful daily interactions and procedures help children to feel positive and emotionally secure, in readiness for moving on to school.

Outcomes for children are good

All children, including those who speak English as an additional language, are making good progress in their learning. Staff support children in developing the essential skills that underpin their ability to learn and prepare them for school.

Setting details

Unique reference number	EY420136
Local authority	Hertfordshire
Inspection number	1028061
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	116
Number of children on roll	85
Name of provider	Millennium First Steps Nursery Limited
Date of previous inspection	15 October 2012
Telephone number	01462 423 666

Millennium First Steps Nursery Ltd was registered in 2011. The nursery employs 18 members of childcare staff. Of these, seven hold appropriate early years qualifications at level 2 and 10 hold qualifications at level 3 or above, including one with Early Years Professional status and two who have Qualified Teacher Status. The nursery opens from Monday to Friday all year round. Sessions are from 8am until 6pm, with the option of extending these hours at each end of the day. The nursery provides funded early education for two-, three- and four-year-old children. They provide care for children who speak English as an additional language. The nursery uses Montessori techniques to complement teaching methods in the pre-school room.

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