

# First Steps Day Nursery

Wexham Park Hospital, Wexham Street, Wexham, Slough, Berkshire, SL2 4HL



## Inspection date

19 October 2016

Previous inspection date

7 January 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

## Summary of key findings for parents

### This provision is inadequate

- Not enough checks are completed to make sure staff are suitable to work with children. There is no evidence to confirm that Disclosure and Barring Service (DBS) checks are completed for all staff working on the premises.
- Staff fail to make sure parents fully understand the nursery's policy about the safe use of mobile phones.
- The organisation of the space used by the babies does not fully support their learning and development.
- Staff do not plan for children's learning well enough. Some activities are not always interesting and challenging for children. This hinders the learning and progress some children make.
- Senior staff do not use the information they have to check that all children are developing well. This means the manager does not identify exactly where there are gaps in some children's learning.

### It has the following strengths

- Staff know the children well. This enables them to settle quickly and feel secure while at nursery.
- There are effective partnerships in place with parents and other professionals. Staff generally work together to provide additional support for those children who need it.

## What the setting needs to do to improve further

### The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
<ul style="list-style-type: none"> <li>improve the recruitment and vetting procedure to ensure that a Disclosure and Barring Service, (DBS) check has been completed on all staff; maintain a log of the reference number, the date a disclosure was obtained and details of who obtained it</li> </ul>	08/11/2016
<ul style="list-style-type: none"> <li>ensure that parents are made aware of the safeguarding procedures in place in respect of the use of mobile phones while on the premises</li> </ul>	08/11/2016
<ul style="list-style-type: none"> <li>implement robust systems to ensure staff disclose anything that may affect their suitability to work with children, including disqualifications through association (whether received before or during their employment at the setting).</li> </ul>	08/11/2016

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

	Due Date
<ul style="list-style-type: none"> <li>review and improve the organisation of the space and equipment used by the babies both inside and outside to support their learning and development</li> </ul>	08/11/2016
<ul style="list-style-type: none"> <li>improve the procedures for tracking children's progress to ensure that any gaps in learning are identified and targeted promptly</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>make better use of the information staff use to plan for children's learning to make sure each child is fully challenged and interested in all activities and makes good or better progress</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>make sure senior leaders monitor the quality of teaching to improve it to a good or better standard</li> </ul>	30/11/2016
<ul style="list-style-type: none"> <li>develop better systems to make sure all staff and senior leaders continually check that the nursery's procedures for keeping children safe are fully met.</li> </ul>	30/11/2016

## **Inspection activities**

- The inspector observed activities in all three nursery rooms and assessed the support for children's learning.
- The inspector held a meeting with the nursery manager to assess how she monitors the quality of the nursery and plans for further development.
- The inspector conducted two joint observations with the nursery manager to assess the quality of teaching in the pre-school room.
- The inspector sampled a range of documentation, such as children's developmental records and staff information.
- The inspector spoke with parents as they dropped off and collected their children to seek their views on the quality of the nursery.

### **Inspector**

Maria Conroy

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

Safeguarding is not effective. The provider fails to implement safe recruitment procedures. Therefore, there is no evidence to confirm that all staff are suitable to work with children. For example, there are no systems in place to check if staff live in the same household as a disqualified person. DBS checks are not available for support staff. Parents are unclear on the nursery's mobile phone policy. Consequently, they do not realise the risk to children's safety when they use their phones in the playroom. The procedures for monitoring the quality of the provision are not precise enough. Senior staff do not use their in-depth knowledge of early years practice to accurately identify the weaknesses in teaching and the procedures for tracking children's progress. These weaknesses means leaders cannot be assured that children are making the best progress possible. Although staff have completed professional training, this has not had a positive impact on improving the quality of teaching overall.

### **Quality of teaching, learning and assessment requires improvement**

The quality of teaching is variable. Not enough information is available to the manager to help her make sure all children, and groups of children achieve well. Some staff do not plan for children's learning sufficiently well. For example, some group activities do not take account of every child's learning needs. As a result, some children are not challenged sufficiently well. They lose interest in what they are doing and this slows the progress they make. Where teaching is better, staff support children's learning well. For instance, they make story time sessions interesting so that children listen attentively and follow simple actions. This helps to develop their communication skills. Staff make links with local schools to help children become ready for starting school. For example, children watch a video showing the daily routine. Good links are in place with parents to support children's learning at home. For example, parents attend meetings with staff to discuss children's progress and children take books home from nursery to read with parents.

### **Personal development, behaviour and welfare are inadequate**

The weaknesses in safeguarding mean that children's safety is compromised. This puts children at risk. Weaker teaching means some activities do not maintain children's interests. Therefore, they become disengaged. Space in the rooms and the garden used by the babies is not used well. For example, the poor organisation of the tables and chairs at lunchtime prevents babies from managing to feed themselves. In other areas of the nursery, children generally behave well. They are learning right from wrong and to share and take turns. Staff know the children well. Babies are given cuddles to soothe them when they become upset, while older children confidently approach staff for help.

### **Outcomes for children require improvement**

The weaknesses in teaching slow the progress children make in their learning. Although children are motivated to learn, they are not always challenged sufficiently well. This is because some activities are not carefully planned by staff. Poor provision in the baby room means babies are not able to become as independent as they could. Despite the weakness, when teaching is better children are beginning to make choices and create their

own designs from a variety of materials. Their work is displayed around the nursery, which promotes their self-esteem. Children are encouraged to talk about what they like to do at home, which supports their speaking skills. They develop their independence in readiness for their future learning. For example, they wash their hands, dry them, and proudly show staff when they have done so.

## Setting details

<b>Unique reference number</b>	105622
<b>Local authority</b>	Slough
<b>Inspection number</b>	1073632
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	58
<b>Number of children on roll</b>	71
<b>Name of registered person</b>	Frimley Health Foundation NHS Trust
<b>Registered person unique reference number</b>	RP527331
<b>Date of previous inspection</b>	7 January 2015
<b>Telephone number</b>	01753 634365

First Steps Day Nursery opened in 1986 and operates from purpose-built accommodation in the grounds of Wexham Park Hospital. The nursery provides care for children of hospital staff. It is open each weekday from 6.45am to 5.30pm all year. All children have access to enclosed outdoor play areas. The nursery supports children with special educational needs and/or disabilities, and children who are learning English as an additional language. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four. The nursery employs 19 staff, all of whom have appropriate early years qualifications, including two who hold Early Years Professional status and five who are qualified to degree level. The nursery also employs a housekeeper and an administrator.

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