

Footsteps Nursery Hawthorn



The Hawthorns, Walsall Road, LICHFIELD, Staffordshire, WS13 8JL

Inspection date	19 December 2016
Previous inspection date	3 June 2013

The quality and standards of the early years provision	This inspection:	Outstanding	1
	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

- The highly effective leadership and management team has an excellent range of incisive monitoring systems in place to ensure excellence in all areas. Self-evaluation is used astutely to drive this continuous improvement and staff share this vision of achieving exemplary practice.
- Leaders rigorously monitor any gaps in achievement in different groups of children and in any areas of learning. They swiftly use this information to make changes to the educational programmes so that all children make significant gains in their learning.
- The quality of teaching is excellent and staff make the very most of the environment indoors and outdoors. They offer a superb range of resources, which captures children's curiosity at the highest level.
- Staff make excellent use of the Forest School sessions. They provide opportunities for children to undertake a highly challenging range of practical activities and carry out small, achievable tasks.
- There are highly successful strategies in place to engage and consult with parents. Home visits made by the staff help them swiftly establish excellent partnership working with parents. Staff very quickly detect any gaps in children's learning and identify additional support children will benefit from.
- Staff place a top priority on fostering children's emotional well-being and use creative strategies to help children celebrate their achievements.

What the setting needs to do to improve further

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

- continue to focus on the excellent process of observing and coaching new staff and apprentices, evaluating the impact of this support on maintaining the exceptional practice.

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 and the operations director.
- 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 parents during the inspection and took account of their views.

Inspector

Parm Sansoyer

Inspection findings

Effectiveness of the leadership and management is outstanding

The arrangements for safeguarding are effective. Safeguarding issues are given high priority. Staff are very vigilant about supervising children and keeping them safe as they play. Staff have an excellent understanding of child protection issues and can swiftly identify those children at risk. The leaders use their expert knowledge to support and coach staff, including new staff and apprentices, to ensure the quality of teaching is consistently high. This extremely reflective leadership team has identified that working alongside the new staff and apprentices and ongoing professional development opportunities are crucial to their success. They are keen to build even further on the process of observing and coaching staff to help maintain the exceptional practice.

Quality of teaching, learning and assessment is outstanding

Staff are extremely knowledgeable about children's individual educational needs and next steps in learning. Staff give their full attention to providing the very best activities and experiences for children. This results in children being enthused by what is available and they show high levels of involvement. For example, staff caring for babies ensure a wealth of real and natural resources are easily accessible for them to freely explore and investigate. Staff caring for older children ensure the stimulating resources are open ended so they can be used, moved and combined in a variety of ways. They place a high priority on children actively learning from what is provided and therefore activities have a clear learning intention. For example, a fun dough activity is used extremely well to help strengthen children's fingers to support their writing skills. Staff use their expert knowledge to provide fun and highly challenging mathematical and literacy activities for children of all ages.

Personal development, behaviour and welfare are outstanding

Staff make excellent use the Forest School session to help children take controlled risks and learn about safety. For example, children help make a spark and light the fire and hold their marshmallows sticks over it. Children have a comprehensive knowledge of how to keep healthy and know that the fresh air and exercise is good for their bodies. Children are extremely well behaved, develop high levels of confidence and freely explore the world around them. They learn to respect each other and learn about the wider community. All staff know their assigned key children extremely well and staff caring for babies make the time to hold them and be close.

Outcomes for children are outstanding

Children make exceptional progress from their starting points. Children show a very positive attitude towards learning and are extremely eager to review what they have learnt after an activity. They listen intently and are confident speakers and show a real fondness for new words and are keen to use them. Children show a genuine interest in mathematical activities as they consider the concept of speed and distance. Children are very proud of their achievements and easily negotiate and complete tasks together. They are exceptionally well prepared for school.

Setting details

Unique reference number	EY454662
Local authority	Staffordshire
Inspection number	1066407
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 5
Total number of places	59
Number of children on roll	133
Name of registered person	Footsteps Day Nurseries Limited
Registered person unique reference number	RP520741
Date of previous inspection	3 June 2013
Telephone number	01543250049

Footsteps Nursery Hawthorn was registered in 2012. It is situated in the Lichfield area of Staffordshire and is managed by a private company. The nursery opens Monday to Friday, all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children. There are 21 staff employed. Of these, 10 hold an early years qualification at level 3, six hold a qualification at level 2, two apprentices are working towards a qualification and three support staff are unqualified.

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