

First Steps Nursery

The Burton Unit, The Conquest Hospital, The Ridge, St. Leonards-on-Sea, East Sussex, TN37 7RD



Inspection date	16 May 2017
Previous inspection date	9 June 2016

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Requires Improvement	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 and staff team are strongly motivated to continually develop the setting. As well as successfully making the improvements identified at the previous inspection, they have made further positive changes. For instance, they have developed the outdoor play areas to provide children with exciting new challenges.
- Staff have good relationships with parents. They work with them effectively to support children's learning both at the setting and at home. For instance, staff have created activity bags for parents to take home to share with children.
- Children come into the nursery happily and settle well when they start. They are eager to take part in the varied range of interesting activities provided. They make good progress in their learning and development from their starting points.
- Staff make good use of opportunities to enhance their knowledge and skills. For instance, recent training has been used to successfully extend support for children's physical skills outdoors.

It is not yet outstanding because:

- Some large group times for older children are not planned effectively to ensure children are engaged in purposeful activity and benefit from these sessions.
- At times, staff do not make the most of opportunities to encourage children to identify and think about risks and how to keep themselves safe during activities.

What the setting needs to do to improve further

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

- improve the planning of large group times for older children, to ensure these sessions have clear objectives and effectively engage all children
- provide further opportunities for children to develop their understanding of risks and staying safe.

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 spoke to staff and children during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the provider and the manager. She sampled relevant documentation, such as evidence of staff suitability.
- The inspector spoke to parents and took account of their views.

Inspector

Rebecca Khabbazi

Inspection findings

Effectiveness of the leadership and management is good

Since the last inspection, the provider and manager have strengthened the monitoring of the nursery, to help them quickly and effectively identify and address any areas for development. They monitor staff performance closely and have made changes to help ensure that staff in each room now work well together to meet children's needs. Staff have established effective partnerships with other settings that children attend. They regularly share information, to successfully support children's learning. The arrangements for safeguarding are effective. Staff receive ongoing training and support to maintain their knowledge of how to recognise and report any child protection concerns.

Quality of teaching, learning and assessment is good

Staff get to know children well and monitor their progress closely. Children engage in activities well and are motivated to learn. Staff support children's communication and language skills effectively, for instance, they sing and talk to babies and repeat new words. They encourage young children to try things for themselves and give them time to experiment. For example, toddlers enjoyed exploring dough and learning to use different tools. Staff extend children's learning and follow their interests well. For instance, when older children become engrossed in searching for mini-beasts, staff adjust the routine to give them more time to do this and make sure they have easy access to equipment, such as magnifiers and pots.

Personal development, behaviour and welfare are good

Children receive good support to develop an awareness of themselves and others in the wider world. For instance, they learn about the languages their friends speak at home. Babies form close bonds with consistent carers who are sensitive to their individual needs. Staff are good role models and children play happily together and behave well. Children develop a good understanding of the benefits of a healthy lifestyle. For instance, they know why they need to wash their hands and do this independently at the new low sinks before mealtimes. Children develop good physical skills and have great fun during activities, such as challenging obstacle courses, where they practise balancing and develop their coordination.

Outcomes for children are good

Children develop strong social skills. They confidently express their views and wishes, and negotiate with their friends. They learn to do things for themselves from a young age, such as peeling their fruit at snack time and putting on their shoes. Babies are inquisitive and quickly learn what happens when they push buttons and turn knobs. Older children count competently and recognise the letters of their name. Children quickly gain the skills they need for the next stage of their learning and for school.

Setting details

Unique reference number	508988
Local authority	East Sussex
Inspection number	1095691
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 5
Total number of places	54
Number of children on roll	66
Name of registered person	East Sussex Healthcare NHS Trust
Registered person unique reference number	RP522670
Date of previous inspection	9 June 2016
Telephone number	01424 757574

First Steps Nursery registered in 1990. The nursery provides places for the children of staff working for the National Health Service. It is open each weekday from 6.45am to 6pm, all year round, closing on bank holidays. There are 11 staff who work at the nursery, all of whom hold relevant childcare qualifications at level 2 or 3. The nursery receives funding to provide early education for children aged three and four years.

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