

# Step By Step Nursery

Masbro Brook Green Children's Centre, 49 Brook Green, Hammersmith, London, W6 7BJ



## Inspection date

Previous inspection date

23 March 2017

6 January 2015

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

## Summary of key findings for parents

### This provision requires improvement. It is not yet good because:

- Leaders have not ensured that sufficient attention has been given to the number of children, staff and layout of the premises to make sure that a paediatric first aider is able to respond to emergencies quickly. However, the impact on children's welfare is limited, as staff have knowledge of what to do in an emergency.
- Staff do not ensure that children always wash their hands before they eat. This does not effectively minimise the spread of germs and maintain children's well-being.
- Staff do not ensure that whole-group activities meet the needs of the children who are joining in. Staff do not consistently tailor activities to children's individual needs and therefore children do not make good progress in their learning.
- Leaders have not effectively evaluated their provision. They have not identified all breaches to requirements to ensure they maintain the quality of their setting.
- At times, staff do not plan sufficient opportunities for children to develop their creativity.

### It has the following strengths

- Children are confident and behave well. Staff are welcoming to children and help them feel safe. Children develop close bonds with their key person and their peers.
- Partnerships with parents are effective. Staff provide feedback regularly about children's experiences, to provide consistency in care. Parents speak highly of the staff.
- Staff offer children good opportunities to develop their physical skills. For example, they set up indoor obstacle courses with soft-play equipment which children enjoy.

## What the setting needs to do to improve further

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

	Due Date
■ take account of the number of children, staff and the layout of premises to make sure that a paediatric first aider is able to respond to emergencies quickly	30/03/2017
■ make routines for handwashing more effective, to maintain children's good health	06/04/2017
■ ensure whole-group activities are appropriately matched to the ages of the children who are taking part, to help them make the best possible progress.	06/04/2017

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

- develop more effective systems for self-evaluation, to help to identify all weaknesses in practice and raise the quality of the provision
- offer opportunities for older children to further their creative development, for example, by accessing a broader range of materials.

### Inspection activities

- The inspector observed staff's teaching practice and children's learning experiences, indoors and outside.
- The inspector spoke to parents to gain their views and experiences of the setting.
- The inspector spoke with children and staff at appropriate times during the inspection and held a meeting with the manager.
- The inspector carried out a joint observation with the manager.
- The inspector looked at a sample of children's learning records, staff observations and planning, a range of policies and documentation such as the records of suitability of staff, and the setting's safeguarding procedures.

**Inspector**  
Shana Laffy

## Inspection findings

### **Effectiveness of the leadership and management requires improvement**

Safeguarding is effective. Leaders ensure that all staff have a secure knowledge of all safeguarding issues. Leaders offer appropriate support, supervision and professional development for staff. For example, they attend training on relevant topics to enhance their skills. However, leaders have not made sure that a member of staff with a current paediatric first-aid certificate is available and with the children at all times. Leaders have suitable systems in place to monitor the children's overall progress and value the importance of linking with others involved with children's care. For example, they share information with other agencies to support children's development where appropriate. Although leaders have successfully acted upon recommendations set at their last inspection, they have not fully evaluated their provision, to enable them to recognise the breaches to statutory requirements.

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

Staff make some detailed observations of children's interests during child-led play and celebrate children's achievements in the setting and at home. However, staff do not plan group sessions effectively, particularly to meet the needs of the younger children. For example, 'carpet' sessions primarily target older children and are not always appropriate and relevant for the younger children who take part. This means they do not support all children's learning sufficiently. Staff help children develop an interest in books. For example, children share books excitedly with their familiar adults. Staff support children to develop their understanding of the world. For example, they explain to children about noises they can hear outside. However, planned craft activities do not fully enhance children's creative development effectively.

### **Personal development, behaviour and welfare require improvement**

Children develop a sense of belonging and seek to do things for themselves. For example, they enjoy helping with tasks and staff encourage children to be independent. Staff support children to be active and teach them about eating a range of healthy foods. Staff take account of children's individual health needs and allergies well. However, staff do make sure that hand-washing routines fully maintain children's good health. For example, children wash their hands in readiness for lunch, but then handle toys and equipment. This does not ensure their hands are suitably clean before eating. Furthermore, the lack of recent first-aid training for staff who are supervising children does not fully ensure children's well-being.

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

Due to the inconsistency in teaching, not all children make good enough progress and they are not suitably prepared for school and future learning. Despite this, children show enthusiasm to explore and develop good balance and coordination. For example, older children begin to pedal and negotiate space on bicycles and younger children become confident walkers.

## Setting details

<b>Unique reference number</b>	EY342691
<b>Local authority</b>	Hammersmith & Fulham
<b>Inspection number</b>	1085860
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 3
<b>Total number of places</b>	12
<b>Number of children on roll</b>	14
<b>Name of registered person</b>	Nelson Child Care Limited
<b>Registered person unique reference number</b>	RP902793
<b>Date of previous inspection</b>	6 January 2015
<b>Telephone number</b>	020 7371 6644

Step by Step Day Nursery registered in 2007. The nursery is located in the London Borough of Hammersmith and Fulham. The nursery opens Monday to Friday from 8am until 6pm, for 51 weeks of the year. The provider employs four members of staff, including the manager. The manager holds an early years qualification at level 4, two staff hold qualifications at level 3 and one apprentice holds a qualification at level 2. The nursery receives funding for the provision of free early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at [www.ofsted.gov.uk/resources/120354](http://www.ofsted.gov.uk/resources/120354).

Interested in our work? You can subscribe to our website for news, information and updates at [www.ofsted.gov.uk/user](http://www.ofsted.gov.uk/user).

Piccadilly Gate  
Store St  
Manchester  
M1 2WD

T: 0300 123 4234  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

© Crown copyright 2017

