

First Steps

18 Albury Road, Merstham, Redhill, Surrey, RH1 3LS



Inspection date	6 September 2017
Previous inspection date	12 August 2014

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
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

- Children thoroughly enjoy their time at nursery. An effective key-person system helps staff to develop a secure knowledge of all children and their families. Staff are attentive and effectively meet children's needs.
- Children develop good social skills and interact well together. They play happily with their friends and demonstrate a good understanding of the nursery's 'golden rules'.
- Staff monitor children's development closely. They quickly identify children at risk of falling behind and work with parents, and other professionals if necessary, to get children the support they need to help them catch up. Children are well prepared for the next stage in their learning, such as their move to school.
- Staff demonstrate a strong commitment to gathering the views of parents and visitors to the nursery. They welcome feedback and suggestions which they use to support their improvement plans.

It is not yet outstanding because:

- Staff, on occasion, miss opportunities, such as when children are reaching the end of their imaginative play, to help them develop their ideas and extend on their learning fully.
- Staff's professional development is not yet specifically focused on raising the quality of the teaching to an outstanding level.

What the setting needs to do to improve further

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

- give children more opportunities to explore their own ideas and support them in developing their thinking skills even further
- sharpen the focus of the team's continued professional development to raise the good-quality teaching to the next level.

Inspection activities

- The inspector spoke to parents during the inspection and took account of their views.
- The inspector observed the quality of the teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector discussed the procedures for evaluating practice within the nursery and the priorities for improvement.
- The inspector completed a joint observation with the manager.
- The inspector sampled a range of relevant documents and records.

Inspector

Antonia Ogden-Meade

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Staff have a secure knowledge of how to keep children safe and understand the process to follow should they need to report any concerns. Self-evaluation is effective and leaders are fully committed to continuing to improve the quality of the service they offer. Staff build strong partnerships with parents. For example, suggestions received following a recent questionnaire have led to a change in how children's progress is recorded and shared between home and the nursery. Parents say that they feel very well informed of their children's progress and well-being, and are encouraged to share information to support children's learning.

Quality of teaching, learning and assessment is good

Staff plan a broad range of interesting activities based on children's interests and skills. They provide opportunities for children to develop confidence in their abilities and children are highly engaged and able learners at all ages. For example, staff use pictures and props to encourage even the youngest children to create their own harvest collages on paper plates. Staff complete accurate assessments of children's progress and use their findings to plan for children's next steps in learning effectively. Where children need support, for example, for those learning English as an additional language, staff have effective strategies to support continued development of both languages. Teaching is good across the nursery and parents respond enthusiastically to being able to continue learning themes at home. For example, children enjoy their 'mini chef' sessions with the cook and recipes for apple muffins are shared with parents to make with children at home too.

Personal development, behaviour and welfare are good

Well-planned settling-in procedures help children to quickly feel safe and secure. Staff praise children's efforts and acknowledge their feelings, and children feel good about themselves. Children respond well to the daily routine and staff's expectations, and they understand what is expected of them. Children show a positive attitude to learning. For example, older children enthusiastically act as teachers themselves as they support their friends using an early reading computer program. The environment is rich with activities and resources to support all areas of the curriculum which stimulates the children's imagination. For example, the mathematics area provides opportunities to explore shapes and staff praise the children for using the weighing scales independently to investigate difference in size and volume. Children learn a great deal about keeping safe and healthy. They enjoy the nutritious snacks provided and follow good hygiene routines.

Outcomes for children are good

Children are independent and self-motivated learners who make good progress from their starting points. Babies offer lots of smiles and demonstrate their feelings of safety and growing confidence as new people visit the room. Older children develop good literacy skills as they begin to write the letters of their name. Children are well mannered and show an interest in making marks and writing, ready for the next stage of their learning.

Setting details

Unique reference number	122618
Local authority	Surrey
Inspection number	1070198
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 5
Total number of places	60
Number of children on roll	86
Name of registered person	First Step Nursery Ltd
Registered person unique reference number	RP905706
Date of previous inspection	12 August 2014
Telephone number	01737 215136

First Steps registered in 2000. It is a run by First Step Nursery Ltd in Merstham, in Redhill, Surrey. The nursery is open Monday to Friday from 8am to 6pm, for 51 weeks a year, excluding public holidays. The nursery provides funded early education for children aged two, three and four years. The nursery employs 15 members of childcare staff. Of these, 10 hold appropriate early years qualifications at level 3 to level 5.

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