

Step By Step Nursery

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



Inspection date

Previous inspection date

17 November 2017

23 March 2017

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

Summary of key findings for parents

This provision is inadequate

- The provider fails to ensure that systems used to manage staff's performance are effective and fails to identify weaknesses in staff's teaching practice or in the quality of the provision. As a result, the quality of teaching is not consistent and at times poor.
- Staff do not observe, assess or track children's progress accurately to understand where they are at in their development to enable them to plan to move them on.
- Staff do not support all children's learning adequately, including children learning English as an additional language. Children make insufficient progress, particularly in their language development.
- Staff do not engage effectively with all parents to gain an understanding of children's starting points and to involve them in their children's learning.
- Staff preparing food for children have not received training in food hygiene, as required.
- Self-evaluation is not used effectively to identify and address all weaker areas of practice, to ensure that management and staff are meeting all requirements and improving outcomes for children.

It has the following strengths

- Children learn to follow suitable hygiene routines and they have regular opportunities to engage in outdoor activities.
- The provider has completed the relevant suitability checks on all staff to ensure they are suitable to work with children.

What the setting needs to do to improve further

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

	Due Date
■ improve the effectiveness of coaching, training and supervision to monitor staff's practice effectively and raise the quality of teaching and learning to a consistently good standard	06/12/2017
■ improve the observation, assessment and tracking of children's progress so that staff accurately identify children's stage of development and plan suitably challenging experiences to move them on in their learning	06/12/2017
■ ensure children receive sufficient support to develop their communication and language skills, including children learning English as an additional language	06/12/2017
■ ensure staff preparing food for children receive appropriate training in food hygiene.	06/12/2017

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

- engage effectively with all parents to keep them fully updated and involved in their children's learning
- use self-evaluation to identify accurately all weaknesses in practice and take action to improve outcomes for children.

Inspection activities

- The inspector observed the quality of teaching in the indoor and outdoor learning environments.
- The inspector spoke to the manager and staff, and engaged with children at appropriate times during the inspection.
- The inspector looked at various documents, including staff's suitability records, children's files and some written policies and procedures.
- The inspector and the manager jointly observed children and staff as they engaged in activities and discussed the quality of their interactions.
- The inspector took into account the views of parents spoken to on the day.

Inspector

Samantha Smith

Inspection findings

Effectiveness of the leadership and management is inadequate

Leader and managers do not monitor the quality of teaching effectively and this has a significant impact on children's learning and development. Most children come from disadvantaged backgrounds and little is being done to close the gaps in their achievements. Although there are some professional development opportunities for staff, leaders and managers are not focused on improving weaker aspects of staff's practice. The nursery has been working closely with the local authority to address weaknesses identified previously. However, practice has declined since the last inspection. Staff do not share accurate information with parents about their children's learning to enable them to continue to support their children at home. Some parents are unaware of who their child's key person is. Safeguarding is effective. Staff have a sound awareness of safeguarding issues and their role and responsibility to take appropriate action should they have a concern about the welfare of a child.

Quality of teaching, learning and assessment is inadequate

Staff do not have a secure knowledge of how to promote children's language and communication development. They do not extend children's vocabulary sufficiently to build their language skills. Staff do not observe or assess children effectively to accurately identify where they are in their learning, to enable them to tailor activities to help each child make the progress of which they are capable. Staff plan the learning environment to provide some suitable activities and experiences for children. For example, children have opportunities to engage in messy activities, such as gluing and sand play, and they have regular opportunities to engage in outdoor activities.

Personal development, behaviour and welfare are inadequate

The weaknesses in the quality of teaching have a significant impact on children's personal development. Each child has a key person to support them to settle and they build relationships with staff and each other. However, children's social skills are affected by the limited progress they make in their communication and language development. Children are well behaved and play cooperatively alongside each other. Staff preparing meals do not have appropriate training as required, although the manager does. She ensures staff follow appropriate hygiene practices so that children's health is not compromised. The provider has increased the number of qualified first aiders throughout the nursery to ensure they can respond to any accidents or emergencies. Children have regular opportunities to engage in outdoor activities and learn to follow appropriate hygiene routines, such as washing their hands before eating and after using the toilet.

Outcomes for children are inadequate

Children do not gain sufficient skills to prepare them for their future learning. They do not engage in conversations and some have difficulty verbalising and sharing their ideas. Children demonstrate some independence and physical skills, such as when they try to serve themselves at mealtimes, practise pedalling bicycles and run around in the outdoor environment.

Setting details

Unique reference number	EY342691
Local authority	Hammersmith & Fulham
Inspection number	1097405
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	1 - 3
Total number of places	12
Number of children on roll	18
Name of registered person	Nelson Child Care Limited
Registered person unique reference number	RP902793
Date of previous inspection	23 March 2017
Telephone number	020 7371 6644

Step by Step Nursery registered in 2007. It is one of two private nurseries owned by Nelson Child Care Limited. 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. Three staff hold relevant childcare qualifications ranging from level 2 to level 6. The nursery receives funding for the provision of free early education for two-, three- and four-year-old children.

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