

# Golden Steps Day Nursery

164 Broadway East, Northampton, NN3 2PT



## Inspection date

Previous inspection date

20 November 2017

Not applicable

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Not applicable	
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

- Since registration, the nursery has had a number of staff and management changes. However, the nursery has continued to improve and staff and management set themselves high standards and are successful in meeting children's individual needs. The staff team has a clear drive for continued improvement.
- The organisation and effective deployment of staff contributes to children's safety. Staff are vigilant in their supervision of children and ratios are managed well. Thorough risk assessments for the premises and specific activities are in place and appropriate action is taken to reduce any identified risks to children.
- Teaching is good. Children enjoy positive involvement from staff. Toddlers are eager to join in with singing, enthusiastically doing the actions to songs they know well. Babies explore a good range of play materials. They smile when staff sing nursery rhymes. Pre-school children are confident to ask questions. They take part in messy play experiences, such as water and play dough.
- Parents and carers speak positively about the nursery. They are happy with how staff meet their children's needs and comment on the progress their children are making, particularly in their confidence and social skills.

### It is not yet outstanding because:

- The manager's assessment of staff performance does not identify precisely enough, on what they need, to continue to improve and why.
- Occasionally during activities, staff do not give children enough time to think about their response to questions before moving on with the conversation.

## What the setting needs to do to improve further

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

- extend the supervision of all staff to ensure the good standard of practice and teaching remains consistently strong
- focus more precisely on giving children time to consider their responses to questions before moving on with conversations.

### Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector completed joint observations with the acting manager and the registered person.
- The inspector held meetings with the registered person, the manager and with three members of staff. She looked at a range of documents and checked evidence of the suitability of staff working in the nursery.
- The inspector spoke to children during the inspection.
- The inspector spoke to a number of parents and carers on the day and took account of their views.

### Inspector

Melanie Eastwell

## Inspection findings

### Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Staff have an understanding of how to keep children safe and promote their welfare. They have completed training in child protection and know the importance of recording and reporting any concerns. Procedures are in place for recruiting members of staff and for checking their ongoing suitability. The owner has developed a very reflective approach and this has been effective in making changes to the way the staff team is organised to ensure children's needs are met. Staff are encouraged to keep their knowledge up to date through training. This has a positive impact on their confidence and understanding of how children learn.

### Quality of teaching, learning and assessment is good

Children enjoy the staff's involvement in their play. Staff use the children's interests to plan activities and this includes challenges that promote children's ongoing progress. Staff respond to children's ideas throughout the day. For example, when children ask for the play dough this is provided for them along with a range of cutters and rolling pins. Staff are competent and enthusiastic in their teaching. Their eagerness to be involved supports children's confidence to play and extend their interest. For example, children fill and empty a variety of containers in the water tray, they add paper cups and are intrigued when the paper becomes soft and changes colour. Toddlers thoroughly enjoy listening to stories read by staff. Babies giggle with delight as they play peek-a-boo with staff in a small tent. Children's communication and language skills are promoted. Staff use descriptive words, such as squishy and slimy during play and children enjoy repeating these.

### Personal development, behaviour and welfare are good

Children in the nursery show they feel a sense of belonging. Staff seek information from parents and carers about children's individual routines and any specific needs, which contributes to them being managed well. Babies settle readily to sleep and wake happily. Children spend time together as a group at the beginning and end of the day. This helps them to get to know all the staff well and contributes to a successful move to their new room. Children sit together to eat, they wash their hands and take part in outdoor activities. Children's care needs are supported well. Staff are sensitive and gentle when they change nappies and older children are developing independence in the bathroom. Children behave well, they listen to staff and know about expectations.

### Outcomes for children are good

Children are making good progress from their unique starting points. They are learning skills that help prepare them for starting school when the time comes. Children show care and concern for one another and are learning to share and work together. They are learning to be independent as they choose what they do, they serve themselves at meal times and put their coats on ready for outside play.

## Setting details

<b>Unique reference number</b>	EY541185
<b>Local authority</b>	Northamptonshire
<b>Inspection number</b>	1117602
<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 - 8
<b>Total number of places</b>	64
<b>Number of children on roll</b>	71
<b>Name of registered person</b>	Golden Steps Day Nursery Limited
<b>Registered person unique reference number</b>	RP541184
<b>Date of previous inspection</b>	Not applicable
<b>Telephone number</b>	01604456023

Golden Steps Day Nursery registered in 2017 and is managed by a limited company. The nursery employs 12 members of childcare staff. Of these, eight hold early years qualifications between level 2 and 5. The nursery opens from Monday to Friday for 51 weeks of the year. Sessions are from 7am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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