

Step Start Mountnessing

281 Roman Road, Mountnessing, Brentwood, CM15 0UH



Inspection date	24 May 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
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:

- The quality of teaching is variable. Staff do not consistently provide experiences that are appropriate to individual children's age and stage of development. As a result, children do not always make good progress in their learning.
- The monitoring of staff performance is not rigorous enough to ensure improvement.
- At times, staff do not positively promote older children's understanding of behavioural expectations within the nursery.

It has the following strengths

- The provider has established robust recruitment procedures to ensure that staff are suitable to work with children. Staff carry out daily risk assessments and checks to keep children safe.
- Staff in the baby room are caring and kind in their approach. Babies have developed close relationships with staff. This helps babies to feel safe and secure in the nursery and supports their emotional well-being.
- Staff make good use of the outdoor space for learning and children particularly enjoy their physical play and exploration. The indoor and outdoor environments are stimulating and support children's independent learning well.

What the setting needs to do to improve further

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

	Due Date
■ ensure that staff consistently provide children with appropriate levels of challenge in line with their current stage of development	24/06/2018
■ implement a programme of professional development to coach and support staff to improve the quality of teaching.	24/06/2018

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

- provide further opportunities for older children to gain a deeper understanding of how their behaviour has an impact on others.

Inspection activities

- We carried out this inspection as a result of Ofsted's risk assessment process.
- The inspector held a number of discussions with the provider, manager and staff.
- The inspector looked at relevant documentation, including evidence of the suitability of persons working with children. The inspector discussed with the manager and staff how they reflect on their practice.
- The inspector took account of the views of parents through discussion on the day of inspection.
- The inspector completed a joint evaluation of an activity with the provider.

Inspector

Clair Stockings

Inspection findings

Effectiveness of the leadership and management requires improvement

Arrangements for professional development provide some support for staff. The manager monitors staff performance through working alongside staff and has begun to implement regular supervision meetings. However, defined targets for improvements to staff practice have not been established. The arrangements for safeguarding are effective. Management ensures appropriate staffing ratios are maintained. Staff supervise children well and are deployed effectively to support children's safety and well-being. Staff are aware of the designated person within the nursery and know how to report any concerns regarding a child's welfare. Appropriate records of any accidents and incidents are maintained and shared with parents. Procedures for staff recruitment, induction and ongoing suitability meet requirements. Feedback from parents is positive. They describe staff as caring and friendly, and comment that they are kept well informed of their child's progress.

Quality of teaching, learning and assessment requires improvement

Teaching is variable, and some activities do not always closely match children's stage of development or their abilities. Some activities that are led or supported by staff are not inspiring enough and do not encourage children to explore or investigate. In spite of these weaknesses, children enjoy their time at nursery and access a stimulating range of resources, covering all areas of learning. For example, babies excitedly explore a range of push-button toys. Supported by attentive staff, they delight in repeatedly pressing buttons that cause different toy animals to pop up. Staff support their learning further as they name the different animals and playfully imitate the noises that they make. Staff help children to develop an interest in books. For example, they read to babies and toddlers, who snuggle in closely as they look at the pictures together.

Personal development, behaviour and welfare require improvement

Although behaviour across the nursery is generally good, at times, staff do not always make effective use of strategies to support older children to manage their own behaviour. On occasions, this results in disruption of younger children's learning. Children receive a warm welcome at this friendly nursery. Staff provide children with nutritious snacks and meals, and ensure that they have plenty of opportunities to exercise and play outside. Staff follow appropriate hygiene routines during nappy changing and support children to wash their hands after using the toilet and before eating. This helps to promote children's good health.

Outcomes for children require improvement

Children develop some basic skills in readiness for school. Children are developing their independence. Babies are supported to feed themselves and older children are encouraged to put on their own shoes ready for play outdoors. However, weaknesses in teaching mean that children do not make good enough progress in their learning.

Setting details

Unique reference number	EY547550
Local authority	Essex
Inspection number	1136453
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	42
Number of children on roll	50
Name of registered person	Step Start Nurseries Mountnessing Ltd
Registered person unique reference number	RP547549
Date of previous inspection	Not applicable
Telephone number	01277 572001

Step Start Mountnessing registered in 2017 and operates from a converted building in Mountnessing, Essex. The nursery employs nine members of staff, six of whom hold an appropriate early years qualification at level 3 or above. The nursery opens Monday to Friday, all year round. Sessions are from 7am to 7pm.

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.

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