

First Steps Day Nursery

Rokescroft, BASILDON, Essex, SS13 3EA



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:

- Staff do not always supervise children effectively to ensure that their needs are met as fully as possible
- The quality of teaching is not consistent. At times, staff in the pre-school room do not make the most of opportunities to engage children and extend their learning.

It has the following strengths

- Staff encourage children to be independent. Babies access activities and resources to explore and engage well. Older children serve their own food and help themselves to drinks confidently.
- Staff work closely with parents, other professionals and local schools to maintain continuity in children's care, learning and development. Parents say they are happy with the care provided and are involved in their children's learning.
- Staff engage children in conversation and ask them questions about their activities at home. This helps children to develop good communication and language skills.

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 children are always supervised appropriately | 30/06/2018 |
| ■ develop the quality of teaching to ensure all staff consistently challenge and extend children's learning, to help them make the best possible progress. | 30/06/2018 |

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the effect this has on children's learning.
- The inspector held a meeting with the manager and spoke to staff and children.
- The inspector carried out a joint observation with the manager.
- The inspector took account of the views of parents by speaking with some of them during the inspection.
- The inspector looked at relevant documentation, such as the suitability and qualifications of staff, children's records, policies and procedures.

Inspector

Jennifer Forbes

Inspection findings

Effectiveness of the leadership and management requires improvement

Due to staffing issues on the day of inspection, the manager took appropriate steps to ensure that ratios were met and that there were sufficient experienced staff working in each room. However, the situation led to staff failing to supervise children effectively at all times to fully meet their needs. Safeguarding is effective. All staff understand the wider aspects of safeguarding and know how to protect children from abuse. They undertake training in safeguarding matters and are all trained in paediatric first aid. The manager uses rigorous recruitment procedures and checks to ensure the continued suitability and qualifications of staff. Staff carry out risk assessments, regularly clean the premises and monitor access. This supports children's safety and welfare.

Quality of teaching, learning and assessment requires improvement

Recent changes of staff and staff sickness have contributed to inconsistent teaching practice in the pre-school room and, at inspection, there was insufficient challenge for these children. Staff obtain information from parents about children's development and abilities when they first start in the nursery. They continue to assess children's progress and plan appropriate activities that help children to achieve their goals. Staff listen to children and provide activities that build on their interests. For example, children draw superheroes and think of new names for them. Staff identify gaps in children's learning and development early and ensure that appropriate systems are in place to support them. Children who have special educational needs and/or disabilities and those who speak English as an additional language make suitable progress.

Personal development, behaviour and welfare require improvement

Staff promote positive behaviour. They help children learn to take turns and share. Children learn about healthy eating and staff promote their physical well-being, for instance, through the healthy snacks and meals they provide. Babies are well cared for and nurtured. Caring staff tend to their personal needs well. Children learn about nature and the world around them. For example, staff read stories to them about caterpillars that eat healthy food and grow into beautiful butterflies. They learn about life cycles as they see real caterpillars make cocoons and develop. Children have opportunities to learn about people who are different from themselves. They talk about the diversity of culture around them and find where their friends' families live on a world map.

Outcomes for children require improvement

Overall, children make progress in their learning and development. However, inconsistencies in teaching mean that pre-school children are not always challenged sufficiently or meaningfully engaged in learning. Babies gain physical skills that are appropriate to their stage of development. Toddlers enjoy dressing up and role play. Most children learn a range of skills in literacy and numeracy that helps them to prepare for the transition to school.

Setting details

| | |
|--|---|
| Unique reference number | EY501104 |
| Local authority | Essex |
| Inspection number | 1136411 |
| 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 | 0 - 8 |
| Total number of places | 39 |
| Number of children on roll | 103 |
| Name of registered person | First Steps Day Nursery (B&H) Limited |
| Registered person unique reference number | RP901228 |
| Date of previous inspection | Not applicable |
| Telephone number | 01268 584630 |

First Steps Day Nursery registered in 2016. The nursery employs 10 members of childcare staff. Of these, two hold appropriate qualifications at level 5, one holds a qualification at level 4, five have qualifications at level 3 and two are qualified to level 2. The nursery opens from Monday to Friday from 7am until 7pm all year round. The nursery receives funding to provide free early education for two-, three- and four-year-old children.

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