

Learning Steps Day Nursery

Hockley, Birmingham, West Midlands B19 1AY



Inspection date	21 September 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 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

The provision requires improvement. It is not yet good because:

- Staff do not consider all potential risks on the premises effectively, to ensure children are safe. This is with specific regard to hazards in the outdoor play area.
- The manager has not monitored the implementation of the medication policy effectively. She does not gain written, prior consent from parents to administer medication to children.
- Arrangements for the support and supervision of staff are not yet embedded. The manager does not review staff performance or identify and act on training and development needs.
- The manager and staff do not make effective use of systems to monitor children's progress. As a result, they do not address any identified gaps in children's progress swiftly enough.

It has the following strengths

- Staff provide children with daily opportunities for fresh air outdoors and for exercise.
- Children behave well, are polite and build strong friendships with their peers. Staff use consistent daily routines, encouragement and praise effectively, to help children gain good self-esteem.
- Partnerships with parents are strong and staff make effective links between the home and the nursery. Parents speak favourably about the staff care of the children.

What the setting needs to do to improve further

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

	Due date
review risk assessments to ensure they clearly identify all aspects of the premises that need to be checked, and how the risks to children will be removed or minimised	05/10/2018
obtain written permission from parents to administer each new medication to children, to ensure children's welfare is maintained	05/10/2018
review staff performance, and identify and act on training and development needs.	05/10/2018

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

- make effective use of systems to monitor children's progress, to address any identified gaps in children's progress swiftly.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the provider/manager.
- The inspector held discussions with the provider/manager, staff and children.
- The inspector held a meeting with the provider/manager and looked at relevant documentation, such as a sample of policies and procedures, planning and development records, and evidence of the suitability of staff working in the setting.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Jennifer Turner

Inspection findings

Effectiveness of leadership and management requires improvement

Safeguarding is effective. Managers and staff have a clear understanding of child protection procedures to help keep children safe. The safeguarding policy and procedures are thorough. Staff are deployed well to ensure children are supervised and ratios maintained effectively. Suitability checks are carried out on all staff before they are employed to safeguard children. However, the provider does not ensure prior written parental consent is in place before children are administered new medicine. Furthermore, management and staff are not consistently vigilant to minimise potential risks to children. For example, although staff check the garden daily, they fail to recognise stagnant water accumulated in outdoor play equipment which may pose a risk of infection. The manager states that she will take prompt action to attend to these risks. The manager ensures information about children and their parents is accurate and each child is assigned a key person. All staff hold a relevant qualification. However, the manager has not implemented effective support and supervision of staff in order to identify and act on weaknesses in the assessment of children's learning.

Quality of teaching, learning and assessment requires improvement

Staff know how children learn through play and generally plan appropriate experiences for children in all areas of learning. Staff encourage children to develop their language skills as they talk to them and ask questions throughout the day. Children enjoy choosing activities that follow their interests. For example, they play with vehicles, such as cars and trains, and use their imaginations in role play. Children enjoy water play as they use straws to blow bubbles and learn how to use syringes to suck up and squirt water. As children use the dough, staff discuss the shapes they make and the textures. Children explore the feel of wet sand and talk about going to the beach and building sandcastles. However, systems have not been established for tracking the progress of children to highlight their differing learning needs. This means that gaps in learning are not consistently identified or addressed quickly enough.

Personal development, behaviour and welfare require improvement

Children know how to behave and are able to take small risks in their play. They take turns on the slide and, in doing so, are learning how to keep themselves and peers safe. Staff provide clear explanations to help children learn about safety, for example, why they should use the climbing equipment safely to prevent them falling off. Children are supported to settle in when they start attending. Staff invite parents for visits and to leave their child gradually, until the child is happy to stay and is settled.

Outcomes for children require improvement

Weaknesses in the assessments mean that children are not consistently supported to reach their full potential. However, children are gaining some basic skills to help prepare them for the next stage of their education. Children's confidence and social skills develop effectively. They learn to share and take turns with resources.

Setting details

Unique reference number	EY557229
Local authority	Birmingham
Inspection number	10078601
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	1 - 4
Total number of places	32
Number of children on roll	22
Name of registered person	Learning Steps Day Nursery Ltd
Registered person unique reference number	RP557228
Date of previous inspection	Not applicable
Telephone number	0121 5230088

Learning Steps Day Nursery registered in 2018 and is located in the Hockley area of Birmingham. The nursery employs six members of childcare staff. Of these, five hold appropriate qualifications at level 3 and one holds a level 6 qualification. The nursery is open all year round, on Monday to Friday from 7.30pm to 6pm. It provides funded early education for two-, three- and four-year-old children.

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