

Footsteps Day Nursery

215 Queens Road, LONDON E17 8PJ



Inspection date	1 November 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- Not all staff have a secure understanding of the nursery's safeguarding policy and procedures. For example, they do not fully understand the possible signs of abuse, and what to do if an allegation is made against a member of staff. This compromises children's welfare.
- Staff do not consistently use the available resources outdoors to broaden the learning experiences of children who prefer to learn outside.
- At times, staff do not consistently encourage children's independence skills during everyday routines.

It has the following strengths

- Staff know the children well. They carry out regular assessments so that they have an accurate knowledge of children's abilities. They carefully plan activities to meet children's learning needs, which enable all children to make good progress.
- Staff plan and provide a wide range of opportunities to develop children's creative skills. They encourage children to take pleasure in expressing themselves through drawing and painting.

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
ensure the manager and staff have a secure understanding of all safeguarding matters, with particular regard to the actions they should take if they have any concerns about the welfare of a child, allegations about staff, and extremism.	22/11/2018

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

- broaden the learning experiences of children who learn better outdoors
- provide consistent opportunities for children to do things for themselves, to help enhance their independence skills.

Inspection activities

- The inspector spoke to the provider, manager, practice lead, staff, children and parents at appropriate times throughout the day.
- The inspector observed staff's interactions with children as they took part in adult-led activities and play, indoors and outdoors.
- The inspector carried out a joint observation of an activity with the nursery's practice lead.
- The inspector sampled a range of documentation, including staff's records, assessment reports, accident records and policies.

Inspector

Jennie Liverpool

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is ineffective. Some staff do not fully understand the possible signs that might indicate a child is at risk of harm. They have attended an induction programme, which includes reading the nursery's safeguarding policies. In addition, staff have taken part in brief discussions during one-to-one support sessions about safeguarding procedures. However, this has not helped to improve all staff's understanding of the signs of abuse, and how to proceed in the event an allegation is made about a member of staff. This puts children's safety at risk. The management team carries out appropriate checks to assess staff's suitability to work with children. The provider understands the requirement for notification to Ofsted, and the management team ensures that sufficient staff are on duty to maintain ratios. The majority of staff are qualified to administer first aid. The management team accurately maintains relevant documentation, such as accident records, which it also share with parents. Staff conduct daily risk assessments to reduce hazards in the nursery.

Quality of teaching, learning and assessment is good

Staff promote children's language development effectively. For example, staff in the baby room follow babies' focus of attention and provide the words to go along with what the babies are doing. Staff also introduce a variety of purposes for children to talk, such as encouraging children to take turns in speaking when part of a group and to listen to others. Staff read to children regularly. They make it enjoyable. For example, staff help children to predict what happens next when reading to them. They also encourage children to talk about what interests them in the book. This helps to promote children's early reading skills. Staff support children's understanding of diversity. For example, they provide regular opportunities for children to celebrate different festivals. This helps children to learn about their own and other people's cultures.

Personal development, behaviour and welfare are inadequate

Children's welfare is not adequately promoted due to the weakness identified in leadership and management. Staff understand their role as key persons. They work with parents to gather information about children's care, to help meet their individual needs. This helps staff to form secure attachments with the children, and know them well. Children are generally happy to attend the nursery. They receive support from their key person to help them settle, and become familiar with routines. Staff suitably manage children's behaviour. They help children to understand why they must not run in rooms and to use 'kind hands' so that they do not hurt others. The nursery is clean and tidy. Children receive nutritious meals that meet their dietary requirements. Occasionally, during snack times, staff do not encourage children's independence skills fully. Children have daily access to outdoors, which helps to support their physical development. However, sometimes, staff miss opportunities to enhance children's all-round development and learning needs during outdoor play. Staff work in close partnership with parents. They exchange daily information with parents about their child's care, and also encourage parents to contribute to their children's ongoing assessments.

Outcomes for children are good

Children are well prepared for the next stage of their learning, and for school. Young children enjoy taking part in singing sessions. They show they are familiar with a range of songs and begin to join in by singing some of the words. Children learn to join in shared storytelling with an adult, to predict what happens next, and begin to understand that books can be a talking point. All children learn to explore mark making at their own pace.

Setting details

Unique reference number	EY551980
Local authority	London Borough of Waltham Forest
Inspection number	10082721
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 4
Total number of places	58
Number of children on roll	61
Name of registered person	Footsteps Day Nursery (Walthamstow) Ltd
Registered person unique reference number	RP551979
Date of previous inspection	Not applicable
Telephone number	07969616640

Footsteps Day Nursery registered in 2017. It is operated by Footsteps Day Nursery (Walthamstow) Ltd, which owns a number of nurseries in the borough. The nursery is situated in Walthamstow, in the London Borough of Waltham Forest. The nursery opens Monday to Friday from 7.30am to 6pm, for 51 weeks of the year. The provider employs 14 members of staff, including the manager. Of these, 11 staff hold appropriate early years qualifications.

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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