

First Steps Lime Tree

New Life Community Church, Lime Tree Avenue, Crewe CW1 4HZ



Inspection date	20 March 2019
Previous inspection date	Not applicable

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

- Children are eager to attend this small and friendly setting. They receive high levels of attention from nurturing staff who know them well. This helps to promote children's emotional security.
- Teaching is strong. Staff know how to interact with children and have fun with them. They create a stimulating and well-resourced environment. Staff provide a good variety of sensory experiences both indoors and outside.
- Parents speak very positively about the good progress children make in their learning. They say children have, 'Blossomed' and, 'Their speech has come on loads'.
- The manager and staff work well together as a team to make sure the setting runs safely and efficiently. They review their practice and use feedback from parents to help them improve further.
- Staff are not always effective in helping children to develop their listening and attention skills. This means that at times not all children are deeply engaged in their learning.
- The manager's systems for performance management do not focus sharply enough on raising staff's teaching skills even higher.

What the setting needs to do to improve further

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

- increase opportunities for children to develop their listening and attention skills to help them remain fully engaged in activities
- enhance professional development to help staff understand how they can raise their teaching skills to the highest level.

Inspection activities

- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector spoke to staff and children and completed a joint observation with the manager.
- The inspector held discussions with the manager. She looked at relevant documentation and evidence of the suitability of staff working in the pre-school.
- The inspector spoke to some parents during the inspection and took account of their views.

Inspector
Jan Linsdell

Inspection findings

Effectiveness of leadership and management is good

Safeguarding is effective. Staff supervise children well. They conduct daily checks to make sure the premises are safe for children attending. The manager and staff have a secure understanding of their responsibilities to protect children from harm. They know the procedures to follow if they identify any concerns about children or adults. The manager robustly monitors children's progress. She supervises the work of staff, for instance, by checking their assessments and intervention plans. Most staff are well qualified. They have some opportunities to access further training. For example, staff attended training to strengthen their understanding of working with two-year-olds. This helped them to review their provision and make some changes to daily routines to accommodate the needs of younger children.

Quality of teaching, learning and assessment is good

Staff have a good understanding of how children learn. They deploy themselves well to support and challenge children at their chosen activities. Staff regularly assess and track children's progress and clearly identify their next steps in learning. They make good use of assessment tools to measure children's speech and language skills. Where necessary, staff plan specific activities to help children catch up. Staff provide parents with initial and ongoing summaries of children's development. They also share information electronically and hold regular parent meetings. This helps to ensure that parents are kept well informed of children's progress. Children enjoy nature walks in the local area. They visit the library to choose books, which encourages their early reading skills. Children are very eager to explore outdoors. They learn to scoop and mix using various natural materials, including stones, soil and water. They show a developing awareness of mathematics as they describe objects that are 'big', 'full' and 'heavy'.

Personal development, behaviour and welfare are good

Staff develop warm and trusting relationships with parents and children. Parents speak positively about how staff have provided them with support. For example, staff help parents with managing behaviour and how to support children to develop a positive cultural identity. Staff reinforce expectations regarding behaviour. They tell children how proud they are of their achievements. This helps to boost children's confidence and self-esteem. Staff organise the snack-time routine well. For example, children sit in small, age-related groups and enjoy eating healthy food. They have plenty of opportunity to help with tasks and engage in conversation. This supports their social and communication skills. Children play actively outdoors and show strong risk-taking skills. For example, they carefully balance along wooden planks and jump off by themselves.

Outcomes for children are good

All children make good progress in their learning over time. They gain useful skills that prepare them well for their eventual move to school. Children develop firm friendships with one another. They hug, hold hands and ask if they can sit by their friend at lunchtime. Children learn how to work together and be kind to others. They know how to take turns and follow instructions, for instance, when they make their own play dough.

Setting details

Unique reference number	EY539578
Local authority	Cheshire East
Inspection number	10079952
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Sessional day care
Age range of children	2 - 4
Total number of places	28
Number of children on roll	12
Name of registered person	Mr Edward Bell and Mrs Christine Elizabeth Bell
Registered person unique reference number	RP533650
Date of previous inspection	Not applicable
Telephone number	07970 184494

First Steps Lime Tree registered in 2016. The pre-school employs four members of childcare staff. Of these, three hold appropriate early years qualifications, including two at level 3 and one at level 5. The pre-school opens on Tuesday, Wednesday and Thursday, during term time only. Sessions are from 9am until 2pm. The pre-school provides funded early education for two-, three- and four-year-old children.

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