

Inspection of First Steps Day Care

243 Stag Lane, LONDON NW9 0EF

Inspection date: 10 September 2019

Overall effectiveness	Good
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The quality of education	Good
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Behaviour and attitudes	Good
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Personal development	Good
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Leadership and management	Good
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Overall effectiveness at previous inspection	Not applicable
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What is it like to attend this early years setting?

The provision is good

The manager and staff have a shared vision for all children of good-quality care and learning. They are reflective about their practice, committed to continuously improving and work well as a team. Children are excited to arrive at nursery. Staff are kind and responsive to children's needs, paying careful attention to those children who are new and settling in. As a result, children are confident and are learning to behave well. They show kindness towards each other while learning to share resources and take turns. Staff offer a very good level of support for children with special educational needs and/or disabilities. They work with other professionals and parents to promote children's individual needs and development. Staff support children's language skills well, including those children who are learning English as an additional language. For example, they listen to children carefully, give them time to think and respond, and teach them new words. Parents speak highly of the staff team and appreciate that their views are listened to. They comment that they can see how much their children are developing and learning at nursery. Staff take effective action to ensure the premises indoors and outdoors are clean and maintained to a high standard.

What does the early years setting do well and what does it need to do better?

- Staff have a good understanding of how children learn. They recognise that children benefit highly from exploration and sensory play. This helps to ignite children's curiosity and encourages them to participate.
- Children explore their environment with enthusiasm and enjoyment as they confidently communicate with visitors and staff. Staff place a strong focus on developing children's communication and language. They talk to children and ask questions to encourage their thinking skills.
- Children learn about numbers through counting and measuring as they make play dough. Staff engage children as they play, teaching and extending their understanding of these mathematical concepts well.
- Staff fully engage children in developing their imagination during role play. Children are animated and expressive when using props as they act as doctors and dentists in the home corner surgery.
- Staff are particularly skilled at making sure all children are included. They ensure that all children have enough interaction during larger group activities, particularly those who are quieter in the group. As a result, all children are equally involved.
- Children thoroughly enjoy their time outdoors. They are independent as they explore the environment and initiate their own play. The outdoor area is spacious and well planned. Children enjoy the space to run and ride wheeled toys in a circuit, promoting their physical development.
- Staff are good role models. They teach children effectively to learn how to

manage their emotions and feelings. Children learn to show respect and kindness to their peers and develop early friendships. This supports children's emotional well-being successfully.

- Staff are successful in teaching children about how to keep themselves safe. For example, children listen well and follow the rules when they line up to go through the hallway to wash their hands. Children quickly learn that they wait for staff to call their names as they complete a headcount when going back inside from outdoors. This teaches children valuable skills in preparation for school.
- The manager supports staff effectively so that they are developing confidence in all areas. Induction and ongoing training enable staff to know the procedures to follow if they have any safeguarding concerns.
- The manager and staff have not been successful in communicating to all parents the nursery's policy for healthy eating.

Safeguarding

The arrangements for safeguarding are effective.

The designated safeguarding lead and all staff have a strong understanding of how to keep children safe. The manager and deputy work alongside the staff and are good role models. They offer regular support and coaching to staff to help them develop their practice. Safeguarding policies and procedures are in place, including safer recruitment and reporting of accidents and incidents. The manager supports parents to make sure children are attending regularly and on time.

What does the setting need to do to improve?

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

- encourage all parents to provide healthier balanced food for children in their packed lunch.

Setting details

Unique reference number	EY544314
Local authority	Brent
Inspection number	10091969
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	1 to 5
Total number of places	30
Number of children on roll	32
Name of registered person	Elitejem Limited
Registered person unique reference number	RP544313
Telephone number	07757629211
Date of previous inspection	Not applicable

Information about this early years setting

First Steps Day Care re-registered in 2017 and was previously registered from 2006. It operates from a Scout hut in Kingsbury in the London Borough of Brent. The nursery is open each weekday from 8am until 5pm for 38 weeks of the year excluding bank holidays. The nursery receives funding for free early education for children aged two, three and four years old. Of the six staff who work at the nursery, five hold relevant qualifications at level 2 and above. The provider/manager holds a Master's degree in early years.

Information about this inspection

Inspector

Catherine Greene

Inspection activities

- The inspector took part in a learning walk with the provider/manager at the start of the inspection to discuss the approach to early education.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector spoke to parents and took account of their views.
- The inspector looked at safeguarding policies and discussed safeguarding procedures with the manager and staff.
- The inspector completed a joint observation with the provider/manager during lunchtime.
- The inspector sampled documentation, including planning, children's learning and assessment records, and relevant policies and procedures, such as those related to staff suitability.

We carried out this inspection 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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