

Inspection of Footsteps Nursery Lichfield Road

130 Lichfield Road, TAMWORTH, Staffordshire B79 7SE

Inspection date: 24 February 2020

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Outstanding
Leadership and management	Good
Overall effectiveness at previous inspection	Outstanding

What is it like to attend this early years setting?

The provision is good

Children behave well, are settled in the nursery and play happily with the other children. They listen to the instructions of the staff, who are sensitive to the children's needs. Children are given lots of praise from staff, who involve them in positive interactions. They engage with staff during small-group activities, such as when they work together to create a tower from wooden blocks. Staff encourage children to count the number of pieces, supporting their mathematical understanding. Children feel confident to explore the environment and the resources. Babies have fun with staff and enjoy sensory experiences as they move to the music and attempt to catch bubbles in the air. Staff are on hand to develop children's communication and language, modelling words and adding new vocabulary. Pre-school children develop early writing skills when they make marks during painting activities. They also learn about the colours they are using. Parents remark that their children feel safe and speak positively about how staff support children's individual needs. Children make good progress. They develop exceptional skills to support them to be independent learners. Focused activities, such as children learning to cut their food, enhance their life skills to ensure they are ready for the next stage in their learning.

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

- The curriculum is well structured. Staff monitor children's development well and highlight where children need further support. As a result, children engage in meaningful activities that cover all areas of learning. Children get a chance to take part in exciting additional clubs, such as French and cooking club.
- The manager forms strong parent partnerships. Staff update parents about the progress of their children. Additionally, they hold parents' evenings and community days, such as litter picking, in order to get to know the parents personally. Parents comment positively on the quality of the service provided and the progress their children make.
- The manager has a good indication of the quality of the provision and sets objectives for future development. She has regular parent forums, children's council meetings and staff discussions to collect opinions to add to the reflective improvement plan. Implementation of the plan ensures they are always developing to raise standards for children.
- Children have outstanding opportunities to understand other people's similarities and differences outside of their own communities and religious beliefs. For example, parents are invited into the nursery to share traditional stories with the children and translate them into English. This allows children to talk about their different cultural practices and celebrations.
- Children have access to an excellent environment, including a well-resourced forest school. The manager and staff are enthusiastic about children having time

outdoors in the fresh air each day, recognising that this supports their health and well-being. Children understand how to keep themselves healthy and they take part in dance activities to develop their physical skills and control. Staff explain to children how their heart pumping has a healthy impact on their bodies.

- The nursery's special educational needs coordinator works with staff and other professionals. She is knowledgeable and ensures that children who require it receive timely interventions. The manager ensures any additional funding is appropriately used to meet children's individual needs. Knowledge of children's development is shared during transitions to the next stage of learning to ensure a smooth transfer.
- Staff use a variety of teaching methods to engage children in learning, including modelling how to do things and allowing children to explore for themselves. For example, when children explore with play dough, staff challenge them to recreate their facial features. However, when asking children questions, staff do not always give children adequate time to process their thoughts, in order to develop their critical-thinking skills.
- The manager provides support to the staff team to help develop their practice and to help them feel valued. Staff can access the training provided by the nurseries' network. There is a good induction procedure in place. However, the process for how managers monitor staff practices and identify the development needs of new members of staff is yet to be fully developed.

Safeguarding

The arrangements for safeguarding are effective.

The manager and staff demonstrate a good understanding of safeguarding and can identify the signs and symptoms of abuse. They are aware of wider safeguarding issues, such as radicalisation. They understand the requirement to keep robust records. They are fully aware of the procedures they must follow should they have any concerns about children's welfare. Children are encouraged to keep themselves safe. Children and staff carry out daily risk assessment checks in order to reduce any hazards. The management team follows effective recruitment and vetting procedures to ensure that staff working with children are suitable to do so.

What does the setting need to do to improve?

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

- continue to strengthen staff knowledge of skilful questioning to extend children's critical-thinking skills to the highest level
- enhance the effectiveness of induction procedures for new staff, to help them become more confident and knowledgeable in their roles.

Setting details

Unique reference number	EY386097
Local authority	Staffordshire
Inspection number	10116305
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 to 4
Total number of places	86
Number of children on roll	135
Name of registered person	Footsteps Day Nurseries Limited
Registered person unique reference number	RP520741
Telephone number	01827 55861
Date of previous inspection	8 April 2014

Information about this early years setting

Footsteps Nursery Lichfield Road registered in 2008. It is situated in Tamworth, Staffordshire, and is one of a chain of nurseries owned and managed by Footsteps Day Nurseries Limited. The nursery employs 31 members of childcare staff. The majority of staff hold appropriate early years qualifications at level 3. Two members of staff hold qualifications at level 5 and one holds a qualification at level 6. The nursery opens Monday to Friday all year round, from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Laura Green

Inspection activities

- The inspector and manager toured all areas of the setting to understand how the early years provision and the curriculum are organised.
- The inspector observed the quality of teaching during activities. She assessed the impact this has on children's learning.
- Discussions were held with the manager, staff, children and parents at appropriate times during the inspection.
- The inspector looked at a sample of the setting's documents. This included evidence about the suitability of staff.
- The manager and inspector carried out a joint observation of a planned activity.

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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