

Inspection of Giant Steps Nursery

81-83 Cotmandene Crescent, St Pauls Cray, Orpington, Kent BR5 2RA

Inspection date:

29 November 2022

Overall effectiveness

Requires improvement

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Requires improvement

Leadership and management

Requires improvement

Overall effectiveness at previous inspection

Not applicable

What is it like to attend this early years setting?

The provision requires improvement

Children demonstrate that they feel secure and comfortable in the homely environment at this nursery. Children form strong bonds with the small staff team. They enjoy positive reassurance and affection from staff throughout the day. When children try hard and behave respectfully towards others, they get plenty of praise. When they feel sad or upset, staff comfort them with cuddles and kind words. This supports a calm learning environment.

The nursery is warm, clean and well organised. Children happily join their friends in the familiar environment. They develop their skills in all areas of learning, including developing a love of books and story time in the reading corner. Staff undertake daily risk assessments to identify and address hazards. Children enjoy freshly made meals and snacks prepared on site from good-quality ingredients. This promotes children's health and well-being.

When concerns about children's learning or development are identified, the manager acts swiftly to ensure that parents receive further support. The manager makes sure that parents get help to complete forms and contact external agencies to obtain timely interventions. All children, including those with special educational needs and/or disabilities, get appropriate care and support. However, at times, staff deployment and ratios do not consistently help children to make the progress of which they are capable.

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

- The manager has been unable to grow her staff team and the number of children on roll due to the challenge of recruiting suitably qualified staff. This means that staff need to perform other duties, such as preparing meals, opening the door and meeting parents. As a result, staff deployment is not consistent enough to fully support children throughout the day. There are times when children have to wait when they need help, such as with an activity or to share their achievements.
- At the time of the inspection, there was no named deputy to take charge in the manager's absence. Although this is a breach of requirements, the manager is actively recruiting a suitable candidate to the position. The manager and her staff team ensure that the absence of a deputy has minimal impact on children attending the setting while the post is vacant.
- The manager has a clear vision for the curriculum and what she wants children to learn. There are plenty of stimulating and interesting resources for children to enjoy. Staff know children extremely well, and this helps them to plan for individual children's learning.
- Staff manage children's behaviour very well. They apply their in-depth

knowledge of children to adapt their strategies to suit each individual child. For example, some children like to calm down with a story, while others are supported to find alternative activities. This gives children a range of strategies to manage their emotions and regulate their behaviour independently.

- Children develop positive relationships with their peers and play well together. They confidently access the toys and resources that they want throughout the day. Children sit at the table with staff to enjoy sociable mealtimes. However, staff do not always support children's growing sense of responsibility. For example, they do not encourage children to help to tidy up when they have finished playing or help set the table at mealtimes.
- The manager and her team demonstrate that they have the knowledge and understanding required to help children to reach the next steps in their learning. However, although the nursery has a secure private garden, staff do not currently use it to provide further opportunities for those children who prefer to learn outdoors. This means the provider does not always meet the requirement to provide children with daily opportunities for outdoor play.
- Parents speak highly of the manager and their experience of the nursery. The manager makes time to speak to all parents at the end of their child's session. Parents have plenty of examples to demonstrate the support that staff have given them to help them to understand their children's behaviour, support their learning at home and access further services locally.

Safeguarding

The arrangements for safeguarding are effective.

The manager ensures that her team attend safeguarding training and have up-to-date knowledge. Staff understand how to identify children who may be at risk of harm. They know the steps to take if they have any concerns about children's welfare or the conduct of a colleague. Staff understand safeguarding issues, such as female genital mutilation and 'Prevent' duty. The manager uses robust recruitment processes to ensure that all staff are suitable to work with children. Staff carry out risk assessments to identify and remove hazards to make sure that the premises are safe and secure for children.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage, the provider must:

	Due date
--	-----------------

ensure that ratios continue to be met throughout the day and staff's deployment consistently supports children to make good progress in their learning	28/02/2023
make sure that there is a named deputy who is capable and qualified to take charge in the manager's absence.	28/02/2023

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

- give children opportunities to contribute to the daily routine to support their growing independence
- extend the learning experiences of those children who prefer to learn outdoors.

Setting details

Unique reference number	2627383
Local authority	Bromley
Inspection number	10260850
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	2 to 4
Total number of places	30
Number of children on roll	13
Name of registered person	Giant Steps Nursery Ltd
Registered person unique reference number	2627381
Telephone number	07957593966
Date of previous inspection	Not applicable

Information about this early years setting

Giant Steps Nursery registered in 2021. It is located in the London Borough of Bromley. It operates all year round, from 8am to 6pm, Monday to Friday. The manager holds a level 3 qualification in childcare, a second member of staff is unqualified, and the setting is supported by an unqualified volunteer. The nursery provides early funded education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Trina Lynskey

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector completed a learning walk with the manager and discussed how staff organise and implement the curriculum.
- The manager took part in a joint observation with the inspector. The inspector considered the quality of education during activities and the impact on children's learning.
- During the inspection, the inspector spoke to staff, parents and children at appropriate times.
- The inspector looked at relevant documents, including paediatric first-aid certificates, qualifications, insurance and staff's suitability checks.
- Parents shared their views of the setting with the inspector.

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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022