

# Step By Step Nursery

2 Park Avenue, BUSHEY, WD23 2DD



## Inspection date

26 May 2017

Previous inspection date

23 March 2015

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Good	2
Effectiveness of the 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

- Staff maintain secure assessments of children's skills and track their progress with the manager. They promptly identify children's learning needs and work well with outside professionals to support those who need additional help. Children make good progress.
- Activities are varied, interesting, challenging and planned according to children's needs and interests. Babies cruise around a table while interacting and playing with a toy tea set. Toddlers engage well in story sessions while exploring props and puppets. Pre-school children confidently communicate, enjoy books and tell their favourite stories.
- Staff share and obtain regular information from parents about children's skills and interests. They exchange ideas of activities, songs and stories to extend their learning.
- Children form secure attachments with staff and peers. In all rooms, they have fun, are happy and comfortable. Staff maintain secure partnerships with parents to support children's personal requirements and practice is tailored to their needs.
- The manager supervises staff's teaching and practice. She coaches them and provides them with ongoing opportunities for training and professional development. Qualified staff contribute to practice with their ideas and are very secure in their roles.

### It is not yet outstanding because:

- Although staff use children's home language to help them at nursery during their early days, they do not always provide enough opportunities for them to explore resources to help them learn about the diverse cultural backgrounds of others.

## What the setting needs to do to improve further

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

- provide more opportunities for children to explore resources and activities to help them learn about the diverse cultural backgrounds of their peers.

### Inspection activities

- 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 with staff and children during the inspection.
- The inspector completed joint observations of activities with the manager.
- The inspector held meetings with the manager. She looked at evidence of staff's suitability, qualifications and training and talked about the nursery's self-evaluation process with the manager.
- The inspector took account of views of parents.

### Inspector

Karina Hemerling

## Inspection findings

### Effectiveness of the leadership and management is good

Arrangements for safeguarding are effective. Staff participate in safeguarding training and know the signs of abuse. They understand the steps to follow should a concern arise. The manager has secure systems in place to check staff's suitability and to ensure that ratios are met. Staff understand their duty to protect children and keep detailed records of their care routines. There is a good exchange of information with parents, who with staff, contribute to the continuous reflective practice. Children have good opportunities to learn and develop their skills in a safe and risk assessed environment.

### Quality of teaching, learning and assessment is good

Qualified staff confidently promote all the areas of learning in play opportunities for children of all ages. Babies learn about colours and develop physical skills while exploring paint with hands and tools. Toddlers look at a mirror, talk about their feelings and later make rice cake faces using vegetables to help extend their learning. Pre-school children work together to paint and recreate a picture of a seaside scenery. They work with meticulous detail and proudly present their artwork to peers, staff and parents. Staff are very knowledgeable about children's learning needs and skilfully promote their learning styles with a balance of indoor and outdoor play. They plan for children's outdoor learning and also allow them time to lead their own play outside. Children progress at a good pace.

### Personal development, behaviour and welfare are good

Staff are attentive and very caring towards children. They promote their well-being and work with parents to support children's emotional development. Staff have strategies in place to support those who need more guidance and constantly praise children's positive and good behaviour. Children cheer and greet their peers as they arrive, throughout the day they are kind and friendly with each other. They are confident and explore all areas available. They reach for toys, equipment and learn about personal safety. Staff effectively teach children to manage their own hygiene and from an early age they learn about the importance of washing hands. Health is promoted well and children benefit from freshly prepared and nutritious meals. They exercise and enjoy fresh air daily.

### Outcomes for children are good

Children have an appropriate balance of child-led and adult-led activities. Babies explore modelling dough and learn with staff to roll the dough with a rolling pin. Toddlers enjoy singing action songs with staff and later they place teddy bears in a circle and sing to them. Pre-school children learn about the weather, look outside the window and discuss how to keep safe on hot days. Children learn the concept of number, counting and measuring. They develop their reading, writing and concentration skills. Children learn through play and are prepared well to successfully start school.

## Setting details

<b>Unique reference number</b>	EY295902
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	1092135
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	49
<b>Number of children on roll</b>	68
<b>Name of registered person</b>	Step By Step Nursery Limited
<b>Registered person unique reference number</b>	RP525107
<b>Date of previous inspection</b>	23 March 2015
<b>Telephone number</b>	01923 639333

Step By Step Nursery registered in 2005. The nursery employs 16 members of childcare staff. Of these, 13 hold appropriate early years qualifications at level 2, 3 or 4. The nursery opens from 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.

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