

# Steps Ahead Day Nursery and Nursery School



Steps Ahead Nursery, Wiltshire Drive, Bradley Road, Trowbridge, Wiltshire, BA14 0RR

<b>Inspection date</b>	15 April 2016
Previous inspection date	9 October 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Satisfactory	3
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

- The owner has made a number of successful improvements since the last inspection. For example, the organisation of staffing and the quality of interaction is more effective in meeting the needs of all children.
- Staff promote children's physical development well. Babies make impressive progress in their physical skills and enjoy the outside area, where they also develop good social skills when playing with one another.
- Children and staff build strong relationships. Children confidently investigate resources and their environment. They develop positive attitudes to learning.
- Staff place a strong emphasis on preparing children for their future education. For example, older children enjoy well-planned activities that successfully promote their literacy and mathematical skills, in readiness for starting school.
- Effective partnerships with parents and external agencies achieve a united approach to meeting children's different needs. Parents appreciate the regular feedback on how well their children are doing and feel that staff treat their children as individuals.

### It is not yet outstanding because:

- Some staff are slightly less effective than others in using ongoing assessment to plan precisely to address children's next steps in learning.
- Managers do not always make the best use of the views of parents and children when deciding what could be improved at the setting.

## What the setting needs to do to improve further

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

- strengthen further the monitoring of staff practice to address some minor inconsistencies in the quality of assessment and planning
- extend arrangements to evaluate the strengths and weaknesses of the provision to take into account the views of parents and children.

### Inspection activities

- The inspector observed activities indoors and outdoors, including the quality of teaching.
- The inspector talked to the children and held discussions with the provider, the manager and several members of staff at appropriate times during the inspection.
- The inspector carried out several joint observations with the manager.
- The inspector looked at a selection of documentation, including children's assessment information, policies and procedures, and evidence of the suitability and qualifications of staff.
- The inspector took into account the views of parents spoken to on the day.

### Inspector

Jennifer Cutler

## Inspection findings

### Effectiveness of the leadership and management is good

Staff receive a thorough induction and develop a good understanding of the provider's expectations and their roles and responsibilities. Systems for the recruitment and vetting of staff are good. Safeguarding is effective. Staff have a secure understanding of the procedures to follow in the event of concerns about children's welfare. Managers regularly monitor staff practice and children's achievements. Despite some minor inconsistencies in the precision of assessment and planning, managers are effectively improving the quality of teaching. They provide a good programme of staff training. For example, a course on children's behaviour development has had a positive impact on the promotion of children's social skills.

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

The nursery is organised well and staff provide suitable resources, inside the classroom and outdoors, to match children's interests. For example, babies are fascinated as they explore a tray of colourful strips of paper. They enjoy the feel of the paper and develop their coordination as they carefully pick up the individual strands. Older children concentrate well and persevere, especially during art and craft activities or when playing in the role play area. Staff join in well to promote children's imagination, for example, by pretending to be a patient in the hospital. All children have many opportunities to play outside. They explore their environment confidently. In addition to plenty of physical play, children make good use of the quiet areas outdoors to read, relax or practise drawing and writing.

### Personal development, behaviour and welfare are good

The key-person system is well established and children build close relationships with adults. This contributes to children's emotional well-being. Staff give clear messages to children and promote healthy practices effectively. For example, they encourage children to wash their hands after using the toilet and before eating. Staff interact well with the children. They maintain babies' interest and praise them when they cooperate with others. Older children are confident, keen to share a joke and are curious about visitors. Children learn to be kind and respect one another. For example, when one child noticed that another had dropped her cuddly toy, he quickly picked it up and ran happily to return it to her. Staff promote good behaviour effectively and help children to gain positive self-esteem. This has a good impact on children's learning.

### Outcomes for children are good

All children are active and willing learners. They confidently explore, discover and persevere with tasks. For example, young children enthusiastically join in looking at books with staff, and older children enjoy the responsibility of being 'helper of the day'.

## Setting details

<b>Unique reference number</b>	145881
<b>Local authority</b>	Wiltshire
<b>Inspection number</b>	1028524
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Age range of children</b>	0 - 8
<b>Total number of places</b>	100
<b>Number of children on roll</b>	172
<b>Name of provider</b>	Steps Ahead Nursery Limited
<b>Date of previous inspection</b>	9 October 2013
<b>Telephone number</b>	01225 719110

Steps Ahead Day Nursery and Nursery School registered in 2000. It is open each weekday from 8am to 6pm throughout the year, except for bank holidays and one week at Christmas. Of the 38 staff employed at the nursery, 34 work directly with the children. One member of staff holds Early Years Professional Status, one holds Qualified Teacher Status, and 27 hold relevant qualifications at level 2 to level 4. The nursery receives funding to provide free early education for children aged two, three and four years.

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