

First Steps Kindergarten

42 Arlington Avenue, Leamington Spa, Warwickshire, CV32 5UD



Inspection date	7 February 2018
Previous inspection date	30 March 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- The provider does not ensure that the required adult-to-child ratios are met at all times. In addition to this, the provider has not ensured that there are enough qualified staff deployed across the nursery to meet children's needs.
- Staff lack an understanding of the safeguarding requirements. They do not know about more recent safeguarding legislation and guidance.
- The provider has failed to notify Ofsted of a change to the manager of the provision.
- Staff do not plan daily opportunities for younger children to take part in outdoor activities to help promote their physical health and well-being.
- Staff do not consistently implement effective hygiene procedures and do not ensure they help children to understand the importance of this to ensure children's good health is promoted.
- The quality of teaching is variable. Some group activities are not good enough and children are not sufficiently challenged.
- Managers do not reflect accurately enough on the quality of the nursery to identify areas where improvements are needed.

It has the following strengths

- Partnerships with parents are effective. Staff provide parents with ongoing information about their child's day at the nursery. They provide them with ideas of how they can continue to support their children's learning at home.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and the Childcare Register the provider must:

	Due Date
■ ensure that relevant ratio requirements are consistently met to ensure children's safety and meet individual children's needs	07/03/2018
■ ensure that there is at least one member of staff working in each of the rooms who holds a full and relevant level 3 qualification and at least half of all other staff hold a full and relevant level 2 qualification	07/03/2018
■ ensure staff are deployed effectively to meet the needs of all of the children	07/03/2018
■ ensure staff develop an up-to-date and robust understanding of the safeguarding requirements, including the 'Prevent' duty guidance	07/03/2018
■ improve knowledge of the requirement to notify Ofsted of all changes that occur, including any changes to the manager	07/03/2018
■ ensure that daily outdoor activities are planned for younger children, unless circumstances, such as unsafe weather make this inappropriate	07/03/2018
■ ensure staff implement consistently good hygiene practices, including providing support for children to understand the importance of good handwashing routines	07/03/2018
■ improve the quality of teaching and ensure staff consistently promote children's learning through purposeful play experiences.	07/03/2018

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

- reflect more accurately on the overall quality of the setting to identify areas for future improvements.

Inspection activities

- This inspection was carried out following the risk assessment process.
- The inspector observed the quality of teaching and learning during activities indoors and outside and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the provider.
- The inspector sampled a range of documentation, including policies, children's records and evidence of staff suitability.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Amanda Tompkin

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Children's safety and welfare are compromised. The provider has not ensured there are enough staff present in the nursery to adequately care for the children. In addition, not enough appropriately qualified staff are deployed effectively and working with the children. On the day of the inspection, a level 2 qualified member of staff was working on their own in a room, looking after three- and four-year-old children. This means that children's experiences are not of good quality because staff lack the skills and experience to fulfil their roles effectively. Staff's knowledge regarding some child protection procedures is weak. Some staff are unaware of their duty to prevent children from being exposed to extreme ideas about right and wrong. The provider has failed to notify Ofsted of changes to the management of the provision. However, the provider is able to demonstrate suitability checks have been completed for all staff working in the nursery, including the manager. Staff receive regular supervision meetings, have attended further training and are able to contribute to future plans for development. However, self-evaluation is not rigorous enough to ensure weaknesses in practice are highlighted and acted on.

Quality of teaching, learning and assessment requires improvement

Staff use their own observations and assessments of children to establish how they are progressing in their learning and to help identify further ways to promote their development. However, some activities planned are not consistently stimulating or engaging. For example, younger children are expected to sit and concentrate for too long during group activities and older children are not always sufficiently challenged, making the task too easy. This results in children losing interest and become distracted. Some experiences offered to children are appropriate. For example, children's communication and language skills are promoted appropriately. Staff engage older children in meaningful conversations and take time to listen to their contributions. Staff working with babies reinforce new words and encourage them to join in with rhymes and songs. Children confidently chat to staff, visitors and friends throughout the day.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management mean that children's welfare and well-being are not assured. The arrangements for promoting children's good health and protecting them from infection are not robust. For example, staff do not always encourage children to wash their hands after using the potty. At times, children begin their meal before having their hands cleaned. In addition, staff do not provide younger children with daily opportunities for outdoor activities in the fresh air to help improve their well-being and good health. Children behave well at the nursery. Staff offer appropriate guidance and boundaries, reminding children of the importance of sharing and being kind to each other. Children have formed good bonds with staff and respond well to the staff's kind and caring approach.

Outcomes for children require improvement

Inconsistencies in the quality of teaching mean that children do not always receive the support they need to make the best possible progress. However, children demonstrate that they feel happy and confident in the nursery. They happily make choices in their play and are learning to become independent and take care of their own needs, such as managing their own personal needs when using the bathroom. Children steadily acquire the basic skills in preparation for their move to school.

Setting details

Unique reference number	200593
Local authority	Warwickshire
Inspection number	1123086
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	1 - 4
Total number of places	49
Number of children on roll	42
Name of registered person	First Steps Kindergarten Partnership
Registered person unique reference number	RP909946
Date of previous inspection	30 March 2015
Telephone number	01926 332122

First Steps Kindergarten registered in 1997. The nursery employs nine members of childcare staff, of these, eight hold appropriate early years qualifications at levels 2, 3, 4 or 6. The nursery opens from Monday to Friday, all year round, except for bank holidays and a week at Christmas. It operates from 7.30am until 6pm. The nursery provides funded early education for three- and four-year-old children.

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