

# Footsteps Nursery

Minto Centre, Nilsson Drive, Workington, Cumbria CA14 5BD



<b>Inspection date</b>	21 November 2018
Previous inspection date	16 April 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	Previous inspection:	Outstanding	1
Effectiveness of leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

## Summary of key findings for parents

### This provision is outstanding

- The nursery benefits from the outstanding and inspirational leadership of the manager and the exceptional practice of the highly qualified and motivated staff team. They demonstrate an incredible passion to maintain the highest standards attained at their last inspection and continue to create a highly stimulating, exciting and nurturing environment for all children.
- Teaching is outstanding. Staff's understanding of the educational philosophy they apply in the nursery is excellent and effectively meets the needs and interests of all the children attending. Staff are extremely competent in planning a broad range of exciting activities that motivates and engages children to play and learn.
- Staff place top priority on helping children to achieve to their full potential. They have high expectations of them and use their comprehensive knowledge about each child's learning style, level of achievement and interests to support children in all aspects of their learning and development.
- Partnership working is excellent. The cohesive approach with parents, carers and multi-agency teams enables staff to meet children's individual needs exceptionally well. Key persons, senior staff and special educational needs coordinators scrutinise all children's learning from the outset. This helps them to respond rapidly to children's individual needs when they require additional help and support.
- The manager and staff are superb role models who set high standards for children's behaviour. Children behave impeccably. They demonstrate exceptionally strong attachments with staff and parents report that children settle in quickly.

## What the setting needs to do to improve further

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

- continue to nurture children's love of outdoor adventure, sensory play and unique experiences in the natural environment.

### 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 a joint observation with the manager.
- The inspector held a meeting with the manager. She looked at relevant documentation and evidence of the suitability of staff working in the setting.
- The inspector spoke to a number of parents during the inspection and took account of their views.

**Inspector**  
Carys Millican

## Inspection findings

### Effectiveness of leadership and management is outstanding

Safeguarding is effective. Staff have an excellent understanding of child protection and safeguarding's wider issues. The highly effective security systems, staff deployment and robust health and safety procedures help to ensure children are kept safe and protected from harm. The implementation of a targeted programme of professional development, staff monitoring and regular supervision ensures that the already highly qualified staff constantly build on their knowledge, qualifications and skills. The culture of reflective practice highlights the strong emphasis on maintaining the high level of service provided for children and their families. For example, there is a continual drive to build on children's love of the outdoors by considering even more opportunities for them to engage in outdoor pursuits. Parents are passionate about the service the staff provide. They trust staff implicitly and comment that children are extremely happy, well settled and thoroughly enjoy their time spent in the nursery.

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

Children make excellent progress from their identified initial starting points, including those who have special educational needs and/or disabilities (SEND), children who speak English as an additional language and those who receive funding. Staff complete high-quality observations and assessments of children's learning. They use children's interests and their next steps of learning to plan activities and to engage them in conversations. For example, children talk about their pets and how to look after them. They enjoy playing counting games and develop their understanding of number. Staff provide high levels of physical challenge and encourage children to explore and gain new skills. For example, children enjoy indoor yoga exercises, energetic play outside with props and listening to sounds while following the music trail in the garden.

### Personal development, behaviour and welfare are outstanding

The well-qualified staff place a strong emphasis on promoting children's self-care skills and independence. From an early age, babies learn how to use cutlery to feed themselves and older children learn to serve themselves at mealtimes. Children flourish in the highly nurturing environment and develop an excellent sense of belonging. Staff are excellent at supporting children's emotional well-being and place high priority on getting to know the children and their families. They take children on outings outside of the nursery and use these opportunities to further broaden children's experiences of different people, places and communities. In addition, transition processes meet the needs of the children and enable them to settle with ease in their new room and when moving on to school.

### Outcomes for children are outstanding

Children make excellent progress from their individual starting points. They are encouraged to make choices and decisions, share and take turns, and to develop friendships. Children are extremely successful at learning to do things for themselves, such as laying the table, selecting their snacks and pouring drinks. They are extremely confident and acquire the skills and dispositions ready for school.

## Setting details

<b>Unique reference number</b>	EY273087
<b>Local authority</b>	Cumbria
<b>Inspection number</b>	10067906
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Childcare on non-domestic premises
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	108
<b>Number of children on roll</b>	167
<b>Name of registered person</b>	Westfield Housing Association Limited
<b>Registered person unique reference number</b>	RP902568
<b>Date of previous inspection</b>	16 April 2014
<b>Telephone number</b>	01900 872 011

Footsteps Nursery registered in 2004 and is managed by Westfield Housing Association. The setting employs 34 members of childcare staff. Of these, 28 hold appropriate early years qualifications at level 3 and above, including four with early years professional status or qualified teacher status. The setting opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The setting provides funded early education for two-, three- and four-year-old children.

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