

Inspection of Step By Step

37 High Road, London N15 6DS

Inspection date:

10 November 2019

**The quality and
standards of early
years provision**

**This
inspection**

Met

Previous
inspection

Not applicable

What is it like to attend this early years setting?

This provision meets requirements

The after-school programme offers a wide range of interesting and stimulating play experiences for children. The established key-person system enables children to be warmly welcomed and skilfully settled. Children arrive with enthusiasm and are effectively included in all activities. Staff promote children's emotional needs extremely well; children are very secure as a result. Children with special educational needs and/or disabilities are extremely well supported. Staff provide activities which engage and motivate the children. They spend considerable time getting to know children and their families and are sensitive and responsive to their individual needs. Support for children's play, development and learning is exceptional in a calm and relaxed atmosphere. Children of different ages enjoy one another's company and solid friendships are formed. Children are developing their confidence and self-esteem extremely well. Staff are positive role models who are calm and gently spoken. They smile and enjoy themselves as they work with the children and there is a good sense of fun within the setting. As a result, children behave and play very well together. Well-established partnerships with parents and the schools that children attend enhance the quality of care for children. Staff demonstrate excellent capacity for continuous improvement, with young carers and volunteers often progressing to employment as staff and completing additional qualifications.

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

- The staff work exceptionally well together as a team. They are clear about their roles and responsibilities. They understand and are committed to their role as key persons and know the children well. They liaise closely with parents, school teachers and any other agencies involved in children's well-being. This effectively supports the consistency of care and sharing of information about children's interests and specific care needs.
- Parents receive detailed information about the service through regular newsletters, the website and daily conversation. They comment that they feel well informed about their children's development and appreciate the friendly rapport that staff establish with families. They are well aware of the enjoyment their children experience through the wide range of stimulating activities and experiences made available in the setting.
- Leaders and managers are highly effective in their approach, with support provided for staff including careful reflection on practice and clear communication of expectations. The managers pay attention to the contributions of staff and parents. In addition, children's comments are valued to identify the setting's strengths and what areas staff can improve on and develop.
- Staff encourage children to join in with sociable group games. Children choose

the group they want to be in, using a visual poster. This involves them in listening to directions as they sing and play while learning to interact considerately with each other.

- Children enjoy their time at the setting and have fun in the company of staff and children of different ages. They demonstrate consideration for others; older children have a positive impact upon the care of younger children. They happily include each other in their play and conversation.
- Good personal hygiene practice is promoted so that children know to wash their hands before they eat and personal care needs are sensitively considered. Children are closely and carefully supervised by staff. Children and adults sit together in a sociable group as they enjoy nutritious food offered for snacks, including a range of fruit and vegetables. A choice of drinks is readily available throughout each session so that children do not become thirsty. Children enjoy sessions involving cooking and tasting different foods.
- Staff support children exceptionally well, teaching them to play safely as they participate in physical play activities. Staff benefit from good induction procedures that include undertaking training relevant to their roles and responsibilities. The procedures for keeping children safe within the setting are shared with all staff regularly.
- Staff are excellent role models, and establish clear boundaries and expectations for acceptable behaviour. Children behave well because they are interested and engaged throughout the sessions. They are willing to help and take turns, showing good manners.

Safeguarding

The arrangements for safeguarding are effective.

Staff ensure that children's safety is given priority. They carry out ongoing risk assessments to help reduce any hazards. They regularly practise fire drills so that they know how to respond in an emergency. The premises are safe and secure. Staff complete regular and appropriate safeguarding training. They are clear about the procedures to follow if they are concerned about a child's welfare. Robust vetting procedures ensure staff are suitable to work with children. Staff deploy themselves effectively to supervise children during their play and to provide them with the support they need. Security arrangements on the premises are strong and staff reduce hazards for children through detailed, daily, premises checks and outings risk assessments. Policies and procedures are available to parents and carers at all times and managers review these regularly. Other documentation, including for children's individual needs and health care, are consistently completed and updated.

Setting details

Unique reference number	EY543386
Local authority	Haringey
Inspection number	10090289
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Out-of-school day care
Age range of children	3 to 11
Total number of places	30
Number of children on roll	0
Name of registered person	Step By Step London
Registered person unique reference number	RP533552
Telephone number	0208802 2362
Date of previous inspection	Not applicable

Information about this early years setting

Step by Step registered in 2017. The out of school setting is situated in Tottenham in the London Borough of Haringey. It opens Monday to Friday between 3.30pm and 6.30pm and on Sundays from 10am to 5pm. The holiday play scheme operates Monday to Friday from 10am to 4pm. The provider employs 25 members of staff to work with the children, of those 13 hold an appropriate qualification from levels 2 to 3.

Information about this inspection

Inspector

Catherine Greene

Inspection activities

- The inspector viewed all areas of the premises used by the children during a 'learning walk'.
- The inspector observed children's activities.
- The inspector spoke to parents, children and staff during the inspection and took account of their views.
- The inspector held a meeting with the management team.
- The inspector looked at relevant documentation, such as the setting's safeguarding procedures and evidence of the suitability of staff working at the setting.

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.

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