



First Steps Bath

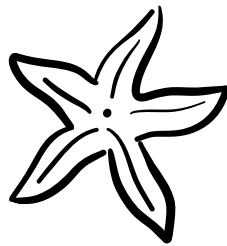
STEPUP

Impact Report 2026

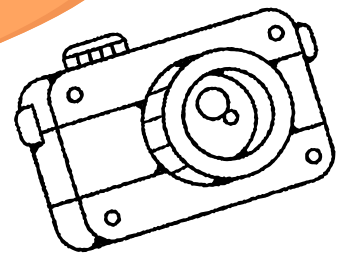
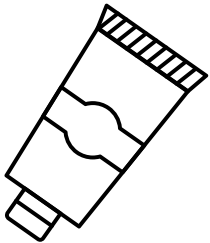
My son settled really quickly and loves being there. The team were super friendly and give him lots of cuddles. Moorlands parent



My child loves her Tuesdays at BOP and I know she's being well cared for  BOP parent



Going the extra mile seems to be the standard level of care from First Steps employees. Ellie, Daniel and Sophie have all been fantastic for my son. Twerton parent



I was very nervous of leaving my daughter with strangers and a new place. Everyone has been very supportive by helping me with and spending that extra time with my daughter to help her settle in better. We are very happy that she is in First Steps and is finally enjoying going to nursery. Twerton parent

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Message from the Chief Executive

As we reflect on another successful academic year, I am proud of all that we have achieved together across our Twerton, Moorlands and BOP nurseries.

Every day, our dedicated staff and volunteers work alongside families to give children the very best start in life. This year has been filled with opportunities for children to learn, grow and flourish, supported by nurturing environments and strong partnerships with families and the wider community.

I would like to extend my sincere thanks to everyone who contributes to First Steps Bath, in particular our Trustees. First Steps has a strong, knowledgeable and effective Board of amazing people who volunteer their time. Most importantly, I want to celebrate the children who inspire us daily with their curiosity, resilience and joy. They remain at the heart of everything we do.

As we look ahead, we are excited to build on our achievements, strengthen our services and continue supporting more children and families across our communities in Bath.

We are so grateful for the ongoing support of our First Steps community - thank you. I hope you enjoy reading about the impact we have made together over the past year and our ambitions for the future.

With warmest wishes,



A handwritten signature in green ink, appearing to read 'R. Lambert'.

Roz Lambert
Chief Executive, First Steps Bath

Message from the Chair of Trustees

I am delighted to present the Report of the Trustees for the year to 31 March 2026. This report demonstrates another successful year and shows how First Steps is making an important contribution to the local communities it serves. First Steps is a highly committed and caring organisation; this year it has continued to make determined progress towards its objectives to offer local, quality, all year around nursery care, and a support hub for families with preschool children. We are especially proud of our achievements in providing spaces for children from families facing additional challenges, including children with Special Educational Needs and Disabilities.

A particular challenge for us this year has been the impact on the change to regulations for government funded nursery places on our financial situation. Nevertheless, I am pleased to report that we have still been able to achieve a small surplus at the end of the year. Our overall financial position therefore remains sound, and, at the end of this financial year, we can be confident that charity will continue as a going concern.

This year we have been able to invest in the expansion and renovation of training and meeting spaces. This has raised morale, created increased space and calmer areas for all children. It has also improved income from room letting. Thanks to our excellent staff, quality has been maintained across the three nurseries, this includes our OFSTED outstanding recognition at BOP. Overall, we have confident, happy children, and we continue to maintain positive and productive relationships with parents and partner agencies.

This year our hard-working staff appreciated an in-service training day focused on well-being with a range of well-being activities to choose from. There was a key talk from an expert on the benefits of children's experiences in nature for their well-being and learning; staff explored how we can strengthen this area of work even further. We also provided training for several staff who have had success in achieving level 3 and 5 early years qualifications. Congratulations!

None of the year's successes would have been possible without the generosity of our many varied funders, and I would like to thank them wholeheartedly for their support. Funding allows us to respond more positively to the many opportunities to develop our services. We also benefit from the commitment of high-quality staff, at all levels, together with parents and volunteers. I would like to thank everyone wholeheartedly for your hard work and support. I particularly want to thank the excellent group of trustees that I work with. Together, the trustees bring invaluable and diverse expertise to our work. This year the Board has expanded, bringing in new experiences and perspectives. Thank you to our dedicated Board of Trustees who have supported many different areas of First Steps activities and achievements over the year.

In the coming year I am confident we can maintain our high-quality nursery provision. This is not easy at a time of increased growth in families seeking nursery places, and a national picture of providers facing issues around recruiting and retaining skilled staff. Nevertheless, we are in a strong position, and I look forward to an exciting year ahead for the children and families of First Steps. Thank you to our amazing staff and volunteers who make the day-to-day environment for children so stimulating, happy and safe. Best wishes,



A handwritten signature in black ink that reads "Elisabeth Barratt Hacking".

Elisabeth Barratt Hacking
Chair of Trustees, First Steps Bath

Who Are Our Trustees?

Our Trustees are responsible for the overall leadership and management of First Steps (Bath). They delegate authority to the Chief Executive and Senior Managers for the day to day running and organisation of services. Our Annual General Meeting (AGM) is in the Autumn and includes the election of our Board of Trustees.



Elisabeth Barratt Hacking

Chair

Head of the Department of Education, University of Bath



Professor Janet Rose

Vice Chair

Vice Chancellor, Norland University of Early Childhood



Tracey Farwell

Treasurer

Executive Business Manager



Isobel Michael

Fundraising Trustee

Fundraiser



Meg North

Fundraising Trustee

Retired Local Government Officer.



Tam Stephen

Safeguarding Trustee

Primary Educator and Mentor



Val Wheeler

Twerton Link Trustee

Retired Health Visitor



Simon Andrews

Moorlands Link Trustee

Civil Servant



Lysha Goode

*Bath Opportunity Pre-School Link Trustee
SEN Lead*

Early Years Professional



Jim Salkeld

Trustee for Strategic Initiatives

Chief Executive, Thrill Education



Mir Abdullah Miri

Community Engagement and Inclusion Trustee

Lecturer, University of Bath



Naomi Kwan

Trustee

Financial Services Professional

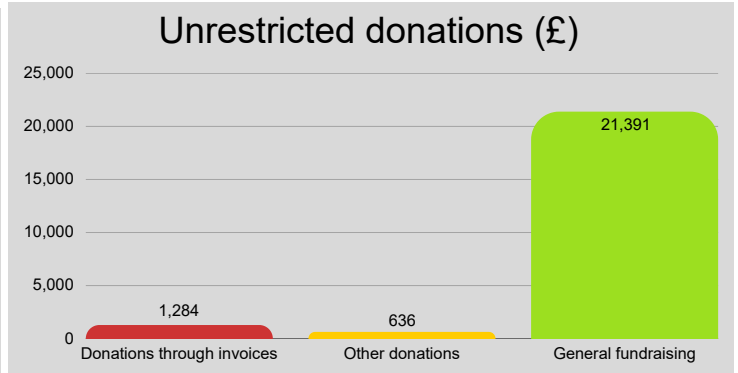
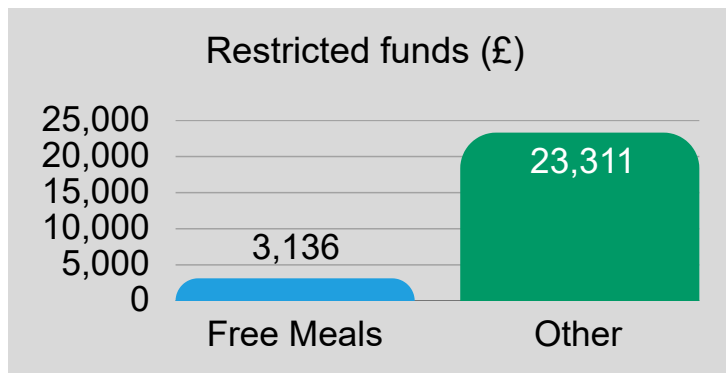


Jayanna Witt

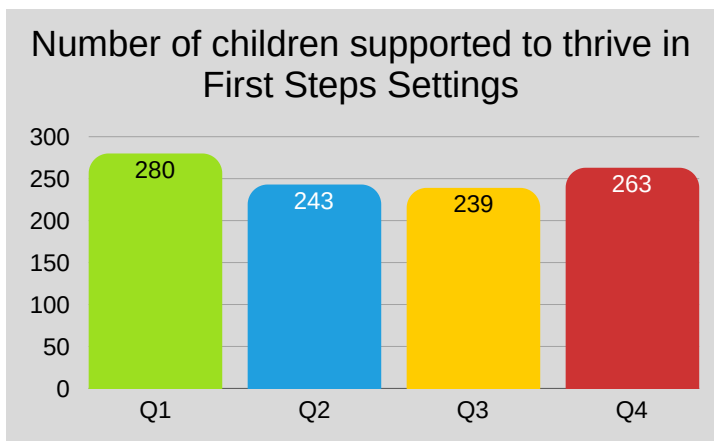
Parent Link Trustee

Current Parent of First Steps

Impact at First Steps 2025/2026

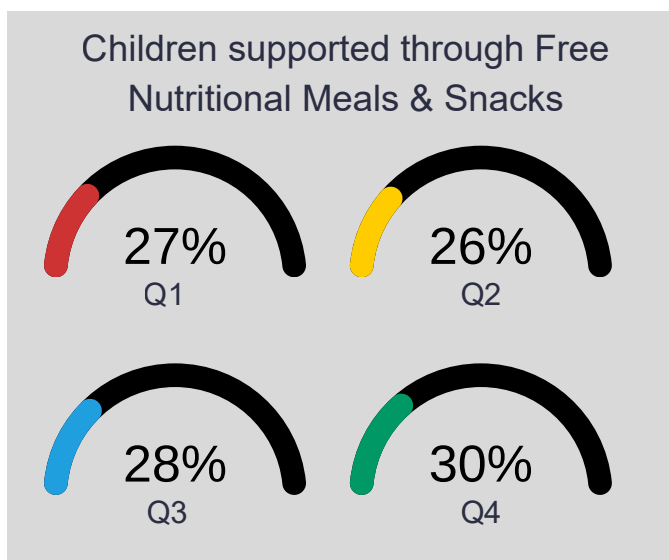


Fundraising at First Steps directly supports SEN Stay & Play, specialist resources and staff training, music therapy at BOP, Christmas treats, and free meals for children from families facing financial pressures. Adding value to each child's early years experience.



Total number of children enrolled in childcare places across our BOP, Moorlands and Twerton community nurseries during the year. Note: children with shared placements are counted within each setting they attend.

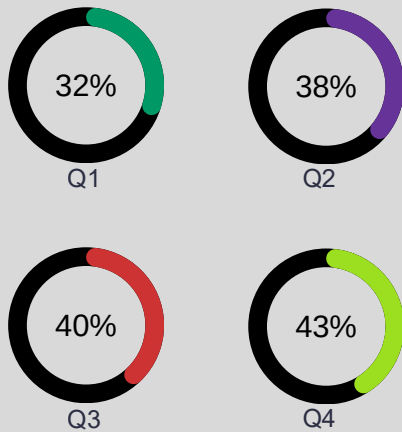
Impact: all these children have benefited from an inclusive, nurturing and supportive early years experience, helping them to develop confidence, build relationships and achieve positive outcomes.



Percentage of children at Twerton and Moorlands community nurseries who are eligible for and take up our charitable offer of free meals and snacks, compared to the total number of children enrolled at each site. BOP provides free snacks.

Impact: young children receive a nutritious meal, supporting concentration, energy levels, and engagement in learning. This supports equality of access, ensuring all children can take part in mealtimes without stigma. It also strengthens relationships with families experiencing financial hardship through practical support.

Children supported through Enhanced Inclusion Support

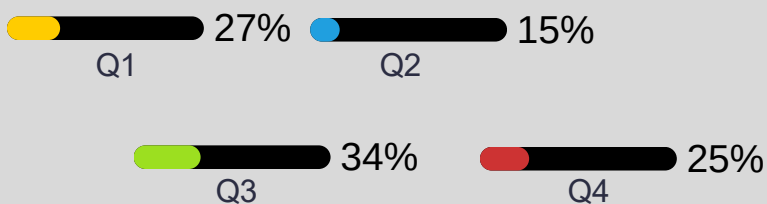


Percentage of children attending all First Steps settings who receive structured support through an Education, Health and Care Plan (EHCP); Inclusion Support Funding (ISF); or an educational needs plan.

For context, the national average for children receiving this type of support is 18.4%

Impact: increased staffing to provide targeted support and maintain quality interactions for all children.

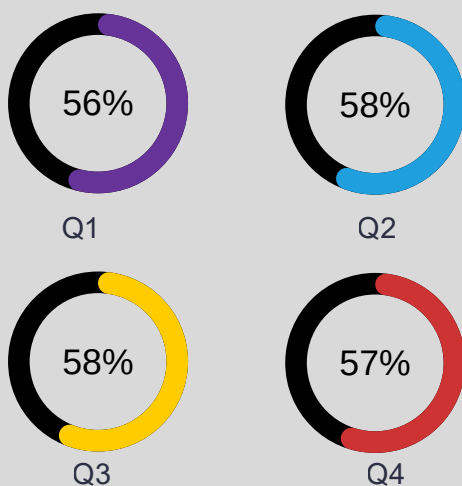
Children support through TARGETED Early Years ProvisionSteps Settings



Percentage of children attending all First Steps settings receiving structured support through social care, or being looked after, and those accessing funded early years entitlements based on low income such as vulnerable two-year-old funding or Early Years Pupil Premium (EYPP).

Impact: all children regardless of need can access their early years entitlement at First Steps settings

Staff who live within the reach area of Twerton & Moorlands



The percentage of First Steps staff who live locally to their work, and have an understanding of their community.

Impact: strengthened community connections and trust with families, helps families feel understood and supported. Bringing valuable community knowledge to First Steps, essential for our work with children and families.

Twerton - looking back on 2025/2026

It has been a positive and productive year at our Twerton community nursery. During the summer term, children have greatly enjoyed collaborating with a local artist, funded by the National Trust 'Blossom in Bath' project, to create a collection of artwork for display at the 2026 Twerton Flower Show, offering a rich opportunity to explore creativity, develop new skills, and contribute to a valued community event.



Throughout the year, staff have demonstrated exceptional resilience and commitment, embracing additional training to meet the growing needs of children with additional educational requirements.

Their proactive approach has strengthened inclusive practice and ensured that every child in our community nursery is supported to move on to school with confidence, security, and a strong sense of readiness for their next steps.

Moorlands - looking back on 2025/2026

 A Year at Moorlands: Growing, Exploring, and Finding Joy Together

This year at Moorlands Community Nursery has been one filled with curiosity, and countless moments of joy. Our children have explored new activities, built friendships, and grown in confidence - and our team has worked tirelessly to create a nurturing, inclusive environment where every child feels seen, valued, and supported.

One of the standout moments of the year was the visit from our amazing music storyteller. His sessions were nothing short of magical. With instruments, rhythm, and captivating storytelling, he held the children in absolute awe. They danced, sang, and joined in with stories that came alive through sound. For some children, it maybe the first time they had experienced live music in such an interactive way, and the joy on their faces said everything. Staff noticed how even our quieter children found their voice, tapping along, joining the chorus, or smiling throughout the session. It was a reminder of how powerful creative experiences can be in helping children express themselves and feel part of something special.

Across the year, we have continued to strengthen our partnerships with families. Our open-door approach has supported parents through challenges, celebrated successes, and ensured that every child's needs are understood and met. The team's commitment to inclusive practice has been evident in the way they adapt environments, routines, and interactions to support children with SEND and those who need a little extra help.

As we look back, we feel proud of the resilience and warmth that define Moorlands. The children have grown in independence, curiosity, and confidence. The staff have grown in skill, teamwork, and shared purpose. And together, we have created a year full of moments that matter - from muddy adventures to musical magic.

Moorlands Community Nursery continues to be a place where children flourish, families feel supported, and every day brings new opportunities to learn, play, and connect.



BOP - looking back on 2025/2026

This has been an exceptionally positive year for BOP, beginning with the achievement of an 'Outstanding' judgement from Ofsted. This recognition reflects the commitment, dedication and professionalism of our staff team, as well as the strong partnerships we have built with children and families. The stability and expertise of our team have provided a secure, nurturing and consistent environment, in which children have been able to thrive.

Throughout the year, we continued to enhance the opportunities available to children and families. Alongside our high-quality early years provision, we have been proud to offer initiatives such as music therapy sessions, which have supported children's communication, emotional wellbeing and self-expression. Our Stay and Play sessions have also provided valuable opportunities for families to spend time together, strengthen relationships and engage in their children's learning and development within the setting.

As the academic year comes to a close, we are particularly proud of the 17 children who will be moving on to school in September. Each child has made their own unique journey, developing confidence, independence, resilience and a love of learning. Working closely in partnership with families has enabled us to ensure children have access to the opportunities and support they need to reach their full potential and be well prepared for their next stage of education. To celebrate this important transition, we held leavers' events for children in both Caterpillar Room and Butterfly Room. These celebrations provided an opportunity for children, families and staff to reflect on the progress made, recognise achievements and mark the end of a significant chapter in each child's learning journey.

We would like to thank all of our families for their continued support and partnership throughout the year. We wish our school leavers every success as they move on to new opportunities and experiences. At the same time, we look forward to welcoming returning families back in September and supporting the new children and families who will be joining the BOP community.

The BOP year has been one of achievement, growth and collaboration, and we are excited to build on these successes as we continue our commitment to giving every child the very best start in life.



How to Donate

☀️ Why Your Support Matters

Every child deserves a fair start in life. As a charity and social enterprise, we rely on fundraising to break down barriers for children in Bath and North East Somerset facing poverty and disadvantage.

Your donation - no matter the size - helps us provide vital support, warm meals, enriching experiences, and brighter futures. Together, we can make a lasting difference.

For 2026 to 2027, our main focus for fundraising is centred around the following:

1. Providing free meals - £25,000
2. Providing Trips and Activities and educational equipment/resources - £8,500
3. Partnership with Parents: Early Years Practitioner led group sessions alongside families - £12,560

💛 Ways you can help:

- Make a one-off donation
- Become a regular giver and join the First Steps Family
- Donate a book from their wish list
- Volunteer your time
- Shop & Donate through Easyfundraising - at no extra cost to yourself
 - [Easyfundraising Website](https://www.easyfundraising.org.uk/)
- Donate foreign currency
- Leave a gift in your Will

Together, we can help give every child the best possible start in life. 🌈

Check out our website: <https://www.firststepsbath.org.uk/who-we-are/help-us-grow> for further details or please feel free to contact us if you are able to help us.



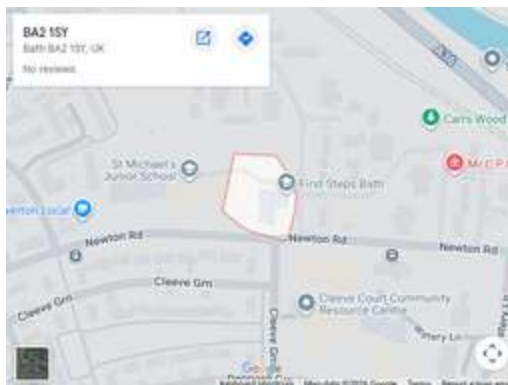
Take a look at
our Fundraising
Leaflet on our
Website



How to Find and Contact Us

We would love to hear from you! Here are the ways to get in touch:

Registered office



Woodhouse Road, Twerton,
Bath, BA2 1SY

Tel: 01225 444791

Email: info@firststepsbath.org.uk

Website: www.firststepsbath.org.uk

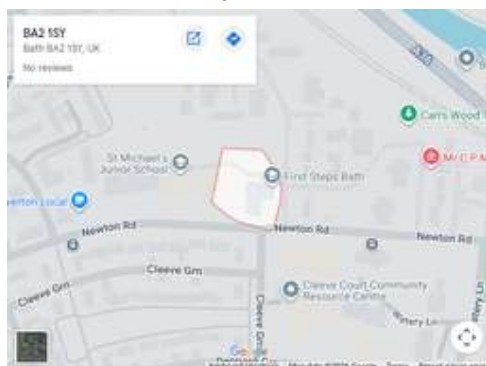


First Steps Bath



@first_steps_bath

First Steps Twerton



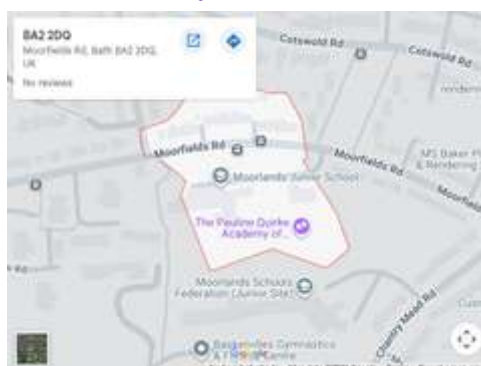
Twerton Community Nursery & Early
Years Centre
Woodhouse Road
Twerton
Bath
BA2 1SY

01225 444791

twertoncc@firststepsbath.org.uk

Ofsted Registration Number:
EY268656

First Steps Moorlands



Moorlands Community Nursery and
Early Years Centre
Moorfields Road
Moorlands
Bath
BA2 2DQ

01225 317123

moorlandscs@firststepsbath.org.uk

Ofsted Registration Number:
EY287532

First Steps BOP



Bath Opportunity Pre School
Broadlands Academy Site
St Francis Road
Keynsham
Bath and North East Somerset
BS31 2DY

01225 830972

bop@firststepsbath.org.uk

Ofsted Registration Number:
EY563211

Skills Connect

Skills Connect offers free personalised employment support and coaching for adults. We can support people wherever they are in their careers journey: employed, self-employed or unemployed.

Our support can include, but isn't limited to:

- CVs, applications and interviews
- Researching training routes and funding
- Building confidence
- Career planning

Find out more by visiting our [website](#)

