



Office for Standards
in Education

COMBINED INSPECTION REPORT

URN 314072

DfES Number: 530330

INSPECTION DETAILS

Inspection Date	18/11/2004
Inspector Name	Noreen Elizabeth Appleby

SETTING DETAILS

Day Care Type	Full Day Care
Setting Name	Busy Bees Children's Day Nursery
Setting Address	Priory Road Newton Hall Durham City Durham DH1 5HW

REGISTERED PROVIDER DETAILS

Name	Westminster Day Nurseries Ltd 3569537
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ORGANISATION DETAILS

Name	Westminster Day Nurseries Ltd
Address	Priory Road Newton Road Durham County Durham DH1 5HW

ABOUT THE INSPECTION

The purpose of this inspection is to assure government, parents and the public of the quality and standard of day care in accordance with the National Standards for Under Eights Day Care and Childminding; and that the nursery education for funded three and four year old children is of an acceptable quality. Inspection of nursery education also identifies strengths and weaknesses so that providers can improve the quality of educational provision and help children to achieve the early learning goals (elgs) by the end of the Foundation Stage. This inspection report must be made available to all parents.

If the setting has been inspected previously, an action plan will have been drawn up to tackle issues identified. This inspection, therefore, must also assess what progress has been made in the implementation of this plan.

Information about the setting

Busy Bees Children's Day Nursery is run by Westminster Day Nurseries Limited. It opened in 1998 and has sole use of two storey premises in Newton Hall, approximately one mile from Durham City Centre. All children share access to a secure enclosed outdoor play area. The nursery is open each weekday from 07.30 to 18.00 throughout the year, excluding Christmas week.

Registration is for a maximum of 125 children at any one time. There are currently 254 children aged from birth to under eight years on roll, as well as 15 over-eights. Of these, 43 three-year-olds and one four-year-old receive funding for nursery education. The group mainly serves the needs of families from the local geographical area. The nursery currently supports a number of children with special educational needs.

The nursery employs 52 staff. Of these, 24 including the manager, hold appropriate early years qualifications. Seven staff are currently working towards a relevant qualification.

How good is the Day Care?

Busy Bees Children's Day Nursery provides good quality care for children. There are very good employment and vetting procedures in place to ensure staff are suitable for their individual roles. The operational plan is identified through a range of comprehensive policy statements, some of which are to be updated to identify the relevant designated persons. Well-organised recording systems are maintained in line with the requirements of the National Standards.

Premises are very warm and welcoming. There are excellent displays and notice boards throughout, resulting in an informative, child-friendly environment. Children enjoy regular daily routines and key worker systems that ensure they are well cared for. Good health, safety and hygiene standards are maintained throughout the nursery. Most issues are well addressed and good practice is promoted with children i.e. tidying up, personal hygiene. Staff promote equality of opportunity and diversity

and manage children's individual needs well. Children receive regular drinks and a variety of nutritious meals and snacks suited to their dietary requirements.

In all nursery rooms, staff provide a wide variety of play and learning opportunities suitable for children's ages and stages of development. Areas are well set out to promote 'free choice' and independence. Activities are well planned to effectively support children's learning, as well as allowing for quiet activities and rests. Staff have formed very good relationships with children. They interact positively with them providing support, encouragement and praise.

Partnership with parents is very good. Excellent information-sharing systems and daily updates keep them fully informed and ensure children's individual needs are well met. Many positive comments have been received from parents indicating that they are very happy with the high quality of care provided.

What has improved since the last inspection?

Not applicable.

What is being done well?

- Excellent staff recruitment procedures are in place. A structured performance management programme has been developed, incorporating formal induction, self assessment and annual appraisal systems, to ensure staff are well supported and to identify future needs.
- Staff commitment to training and development is excellent. Most have, or are working towards, formal qualifications and all attend relevant training workshops to further develop their practice. Staff use team meetings and in-house development sessions to share information and update their knowledge, thereby improving their child care practice.
- The nursery provides a very warm, welcoming environment for children and their families. Very good use is made of notice boards, photographs and artistic displays to recognise and value children's work and to share information effectively with parents.
- All childcare rooms are very well-equipped and space, resources and staff are effectively deployed. Children are eager to learn and derive a great deal of enjoyment from exploring and choosing from the wide variety of accessible play and learning opportunities available.
- Staff work in close partnership with parents and carers. Information is exchanged formally, through written contracts and agreements and comprehensive policy statements, as well as informal daily discussion. As a result parents are fully informed of relevant issues and children's individual needs can be continually well met.

What needs to be improved?

- toilet arrangements, to ensure that the dignity and privacy of children are respected
- hand-washing and drying arrangements, to avoid cross-contamination
- the behaviour policy statement and the child protection policy statement, by identifying the named member of staff who is responsible for relevant issues.

PREVIOUS COMPLAINTS (This section applies only to inspections carried out from September 2004. The complaint record relates to complaints from the last inspection or 1st April 2004 whichever is later.)

There are no complaints to report.

Outcome of the inspection

Good

CONDITIONS OF REGISTRATION

All registered persons must comply with all conditions of registration included on his/her certificate of registration.

As a result of this inspection conditions of registration have been imposed / varied / removed and a new certificate of registration will be issued.

WHAT NEEDS TO BE DONE NEXT?

The Registered Person should have regard to the following recommendations by the time of the next inspection

Std	Recommendation
4	Improve toileting arrangements to ensure that the dignity and privacy of children are respected.
7	Ensure hand-washing and drying arrangements avoid cross-contamination.
11	Improve the behaviour policy statement by identifying the named staff member who is responsible for behaviour management issues.
13	Improve the child protection policy statement by identifying the named staff member who is responsible for child protection issues.

INSPECTION OF THE NURSERY EDUCATION PROVISION FOR FUNDED THREE AND FOUR YEAR OLDS.

How effective is the nursery education?

Busy Bees Children's Day Nursery offers high quality provision that helps children make very good progress towards the early learning goals. Progress across all six areas of learning is very good.

The quality of teaching is very good. Staff have a sound understanding of the early learning goals, which they use when planning activities. They act as good role models, are enthusiastic and support children very well. They set high standards for children's behaviour, resulting in a well-organised, child-friendly environment. They work closely with parents and professionals to devise a curriculum program suited to children's individual stages of learning. Long, medium and short-term plans cover all six areas of learning using interesting themes and occasional visitors e.g. policeman, nurse. Staff are developing planning and assessment systems further, to ensure children are sufficiently challenged and progress is effectively monitored.

Leadership and management systems are very good and staff are well supported. They have good opportunities for external and in-house training and regular team meetings. They recognise their strengths and areas they wish to develop. As a result systems for monitoring and evaluating the provision for nursery education are being continually developed. Staff and management demonstrate enthusiasm and commitment to their work. They also take part in county developments e.g. 'Moving On' - a special educational needs inclusion project.

Partnership with parents is very good. Staff share information with them about what the child can already do. A comprehensive prospectus, newsletters and informative displays keep them informed about the curriculum and enable them to be involved with their child's learning at home. Termly open evenings and informal verbal updates keep parents informed of their child's progress. Comments received from parents indicate that they are very happy with all aspects of their child's education within the nursery.

What is being done well?

- Staff and management demonstrate enthusiasm and commitment to their roles. This radiates through to the children and has a positive influence on their attitude and approach to learning.
- Parents are made to feel welcome and valued by staff. They are kept well informed about the curriculum so they can become involved and enhance children's learning at home.
- Children are confident and very happy within the group. They have established good relationships with each other and interact very well with staff, adults and peers.

- Premises are very well set out to provide a rich learning environment with excellent activities and resources that stimulate children's interest and motivate them to learn.
- Provision for physical development has been much improved through using the indoor gym for well- planned, interesting learning opportunities. Children work individually or enjoy group and team events that help them develop good physical skills.
- Staff listen closely to children and allow them to initiate and lead activities, when appropriate. As a result children are valued and encouraged to make a positive contribution to the group.

What needs to be improved?

- staff's knowledge and understanding of the Foundation Stage of Learning, thereby continually improving learning opportunities and teaching methods
- assessment systems, by linking children's progress more closely to the stepping stones and early learning goals.

What has improved since the last inspection?

The nursery has made very good progress since the last inspection. Staff have introduced a number of effective measures as a result of key issues identified in the previous inspection report.

Premises and resources have made a big improvement. A new extension to the premises houses a gym and sensory room. Drama, music and movement are now planned into the curriculum. A new computer and listening station is also available to help children develop skills in information and communication technology (ICT.) Accessible storage units have been provided. These are labelled using pictures and words to help children become more independent. Staff have also introduced a tidy up tune to which children respond well and take responsibility for their own actions.

Under the leadership of the proprietor, staff have improved their knowledge of the Curriculum Guidance for the Foundation Stage of Learning, thus improving teaching practices within the nursery. Mathematical vocabulary, resources and concepts have been improved through extending maths across all six areas of development i.e. through baking activities, counting, number names and shape recognition etc. Planning and assessments have been developed to identify the learning needs of individuals. Staff now use focused activity sheets and assessments, which they are continuing to develop in line with Durham County Flying Start 2 baseline assessment system.

SUMMARY OF JUDGEMENTS

PERSONAL, SOCIAL AND EMOTIONAL DEVELOPMENT

Judgement: Very Good

Children have a strong exploratory impulse and are motivated to learn. All are settled and happy, relating very well to staff, adults and peers. Many can share and take turns fairly during group activities. They have a good awareness of daily routines. Most concentrate, sit quietly when needed and behave very well. More able children manage their personal hygiene very well. They are developing a sound sense of community. All are gaining confidence, independence and pride in their achievements.

COMMUNICATION, LANGUAGE AND LITERACY

Judgement: Very Good

Children are developing very good language and communication skills. More able children speak confidently, sometimes using complex vocabulary. Most listen very well to stories. All enjoy illustrations and join in enthusiastically with repeated refrains. Children are beginning to link phonic sounds to letters. Many enjoy mark-making and write for a purpose e.g. letter to Santa. All are developing very good hand-eye co-ordination. More able children can form a variety of recognisable letters.

MATHEMATICAL DEVELOPMENT

Judgement: Very Good

Children show an interest in numbers and some count purposefully during self-initiated activities. Well planned activities help more able children to develop an interest in simple number problems. All children can identify a range of numerals and more able children can touch count up to ten and beyond. Children are developing a good understanding of shape and pattern. Many recognise and confidently use positional language and language relating to size.

KNOWLEDGE AND UNDERSTANDING OF THE WORLD

Judgement: Very Good

Children benefit from rich learning activities, indoors and out, to help them develop knowledge and understanding of the world. They enjoy meeting visitors e.g. policeman, nurse. Many show strong curiosity and interest in why things happen and how things work. Some demonstrate awe and wonder e.g. during a 'glitter ice' activity. Some are interested in ICT and operate simple equipment well. Many remember and talk confidently about home routines and significant events they have experienced.

PHYSICAL DEVELOPMENT	
Judgement:	Very Good
Children have regular, well-planned, opportunities to develop fine and gross motor skills. Most move around confidently and more able children show good spatial awareness, indoors and out. All children are developing health and bodily awareness. Most manage their personal needs independently. They are developing good hand/eye coordination and more able children select and use small tools and equipment very well.	

CREATIVE DEVELOPMENT	
Judgement:	Very Good
Children enjoy a good range of creative materials that promote colour, texture and sensory awareness. They demonstrate a strong interest in what they see, hear, smell, taste and touch. They use role play well to develop imagination; more able children enacting first-hand experiences. Most thoroughly enjoy songs and action rhymes. They sing enthusiastically and carry out actions confidently. All use body language, gestures and facial expression well to indicate their thoughts and feelings.	

Children's spiritual, moral, social, and cultural development is fostered appropriately.

OUTCOME OF THE INSPECTION

The provision is acceptable and is of high quality. Children are making very good progress towards the early learning goals. The next inspection will take place in three to four years time.

WHAT THE SETTING NEEDS TO DO NEXT

There are no significant weaknesses to report, but considerations should be given to improving the following:

- There are no significant weaknesses to report, but consideration should be given to improving the following:
- continue to develop staff's knowledge and understanding of the Foundation Stage of Learning, thereby continually improving learning opportunities and teaching methods, so children are effectively supported and challenged across all areas of the curriculum
- continue to develop assessment systems by linking children's progress more closely to the stepping stones and early learning goals. Use these assessments effectively, to inform future planning, thereby helping children to reach their full potential before leaving for school.

The provider must draw up an action plan within 40 working days of receipt of this report showing how the key issues detailed above will be addressed. The action plan must be made available to all parents and to the Local Authority if required. An evaluation of the action taken will form part of the next inspection of funded nursery education.

SUMMARY OF NATIONAL STANDARDS

STANDARD 1 - SUITABLE PERSON

Adults providing day care, looking after children or having unsupervised access to them are suitable to do so.

STANDARD 2 - ORGANISATION

The registered person meets required adult: child ratios, ensures that training and qualifications requirements are met and organises space and resources to meet the children's needs effectively.

STANDARD 3 - CARE, LEARNING AND PLAY

The registered person meets children's individual needs and promotes their welfare. They plan and provide activities and play opportunities to develop children's emotional, physical, social and intellectual capabilities.

STANDARD 4 - PHYSICAL ENVIRONMENT

The premises are safe, secure and suitable for their purpose. They provide adequate space in an appropriate location, are welcoming to children and offer access to the necessary facilities for a range of activities which promote their development.

STANDARD 5 - EQUIPMENT

Furniture, equipment and toys are provided which are appropriate for their purpose and help to create an accessible and stimulating environment. They are of suitable design and condition, well maintained and conform to safety standards.

STANDARD 6 - SAFETY

The registered person takes positive steps to promote safety within the setting and on outings and ensures proper precautions are taken to prevent accidents.

STANDARD 7 - HEALTH

The registered person promotes the good health of children and takes positive steps to prevent the spread of infection and appropriate measures when they are ill.

STANDARD 8 - FOOD AND DRINK

Children are provided with regular drinks and food in adequate quantities for their needs. Food and drink is properly prepared, nutritious and complies with dietary and religious requirements.

STANDARD 9 - EQUAL OPPORTUNITIES

The registered person and staff actively promote equality of opportunity and anti-discriminatory practice for all children.

STANDARD 10 - SPECIAL NEEDS (INCLUDING SPECIAL EDUCATIONAL NEEDS AND DISABILITIES)

The registered person is aware that some children may have special needs and is

proactive in ensuring that appropriate action can be taken when such a child is identified or admitted to the provision. Steps are taken to promote the welfare and development of the child within the setting in partnership with the parents and other relevant parties.

STANDARD 11 - BEHAVIOUR

Adults caring for children in the provision are able to manage a wide range of children's behaviour in a way which promotes their welfare and development.

STANDARD 12 - WORKING IN PARTNERSHIP WITH PARENTS AND CARERS

The registered person and staff work in partnership with parents and to meet the needs of the children, both individually and as a group. Information is shared.

STANDARD 13 - CHILD PROTECTION

The registered person complies with local child protection procedures approved by the Area Child Protection Committee and ensures that all adults working and looking after children in the provision are able to put the procedures into practice.

STANDARD 14 - DOCUMENTATION

Records, policies and procedures which are required for the efficient and safe management of the provision, or to promote the welfare, care and learning of children are maintained. Records about individual children are shared with the child's parent.