



Office for Standards  
in Education

## COMBINED INSPECTION REPORT

URN 129334

DfES Number: 580294

### INSPECTION DETAILS

Inspection Date	29/01/2004
Inspector Name	Anneliese Fox-Jones

### SETTING DETAILS

Day Care Type	Full Day Care
Setting Name	The Bees Knees Day Nursery
Setting Address	Cambrian Way Highfield Hemel Hempstead Hertfordshire HP2 5TD

### REGISTERED PROVIDER DETAILS

Name	Miss Kathryn Hay
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## 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

Bees Knees Day Nursery opened in 1986. It operates from three rooms, in a purpose built day nursery, located in the Highfield area of Hemel Hempstead. The nursery serves the local area and wider community.

There are currently 129 children from 6 weeks to 5 years on roll. This includes 23 funded three year-olds and 3 funded four year-olds. Children attend for a variety of sessions. The nursery supports children who have English as an additional language. There are currently no children who have special needs.

The group operates five days a week, 50 weeks of the year. Sessions are from 08:00 until 18:00.

Seven part time and 16 full time staff work with the children. Over half of the staff have early years qualifications to level 2 or 3. Two staff members are on current training programmes to further their qualifications.

The group achieved the Herts. Quality Standards accreditation award scheme in July 2003.

### How good is the Day Care?

Bees Knees Day Nursery provides satisfactory care for the children. The provision is on the whole well organised. The staff show commitment to the setting. They work hard to create a child friendly environment, where children take part in structured activities, and also access equipment and resources freely and with ease. The rooms are organised to provide a warm and welcoming environment.

Space is used effectively, with designated areas for imaginative play, creative, physical play and quiet activities. A good range of resources are available and frequently rotated around. Staff spend time getting to know the children, they are friendly, caring and supportive in their approach. Most aspects of health and safety are in place, however some issues were identified for improvement.

Staff question the children effectively and encourage them with plenty of praise and encouragement. Activities are planned around themes and help to promote the children's learning in all areas. Children are absorbed in their play, happy within their environment and feel secure with the staff. Children are co-operative and helpful, they are keen to tidy-up the environment at the end of the session, for tidy up time.

Good relationships have been developed with parents/carers. Staff work well with parents, are accommodating to their needs and reassure them when necessary. Time is made available to talk to parents. Most of the relevant documentation is in place, although, some procedures and records need to be addressed for the safe and efficient management of the provision. Positive feedback is given from parents and noted on Ofsted questionnaires.

#### **What has improved since the last inspection?**

Since the last inspection the group have reviewed their vetting procedures, and promote staff's awareness of new staff awaiting checks to ensure that they are not left in a 1:1 situation. A formal induction programme has also been introduced to new staff to ensure that relevant areas are covered and recorded.

The group are pro-active to training and many opportunities are available for staff to choose training and update their skills.

#### **What is being done well?**

- The group benefits from a committed and stable team, the majority of whom have been in the provision for many years. They create a friendly and inviting environment, show respect and enthusiasm and spend time interacting at the children's level, listening and helping them learn.
- Staff work in partnership with parents. There are informative newsletters and policies made available to parents/carers. Parents are very happy with the care and education that their children receive.
- Staff provide meaningful and interesting play opportunities which are theme based. A stimulating balance of activities and resources are planned, rotated and fully accessible. Children are busy and engaged in their play.
- Children are co-operative, well behaved, happy and helpful. Staff value the children and know them well, they give plenty of praise and encouragement.

#### **What needs to be improved?**

- documentation; - parental consent for emergency treatment, daily attendance records to include further detail, maintain a signed record of all accidents and medicines given to children, extend and review the current risk assessment procedure and child protection policy.
- water is easily accessible to children at all times.

<b>Outcome of the inspection</b>
Satisfactory

<b>CONDITIONS OF REGISTRATION</b>
<i>All registered persons must comply with all conditions of registration included on his/her certificate of registration.</i>
<i>As a result of this inspection conditions of registration have been imposed / varied / removed and a new certificate of registration will be issued.</i>

## **WHAT NEEDS TO BE DONE NEXT?**

<b>The Registered Person should have regard to the following recommendations by the time of the next inspection</b>	
Std	Recommendation
2	Ensure the registration system records children and staff's accurate hours of attendance
6	Review and improve risk assessments of the premises, identifying potential hazards and action to be taken to minimize identified risks
7	Keep a written record, signed by parents, of any accidents and of medicines given to children
7	Ensure written parental permission is obtained, for seeking emergency medical advice or treatment.
8	Ensure fresh drinking water is available to children at all times
13	Review the child protection policy, including procedures to be followed in the event of an allegation being made against a member of staff or volunteer

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

### How effective is the nursery education?

The provision for nursery education at The Bees Knees Nursery is very good and of high quality. Children are making very good progress towards the early learning goals. This is an extremely well organised environment where the structured but flexible routine, helps the children to play and learn through a variety of experiences.

The quality of teaching is very good. Staff have a thorough knowledge and understanding of the foundation stage. They achieve high standards of interaction with the children. Staff encourage the children's development and personal independence, and teach children to use their imaginations, by expanding their learning within a wide range of resources and worthwhile activities. This in turn contributes to the children making good progress in all areas of learning. However, staff need to consider their overall deployment, including when children are learning to use the computer.

Planning and assessment within the nursery is good. Observation and assessment is effectively used to track children's progress in relation to the stepping stones and this information then informs future planning. However, a clearer system of recording when tasks have been achieved would enhance their assessment process.

Leadership and management is very good. The nursery benefits from a dedicated and committed staff team, who work closely together ensuring the needs of all the children are met, including those with special educational needs. The nursery has its own effective monitoring and evaluation process, which enhances the overall quality of care and education that is provided to the children.

The partnership with parents and carers is very good. Parents are welcomed into the nursery and there are opportunities to talk informally and formally with management and staff. Parents are given a parents pack, that outlines the nursery's aims for their children.

### What is being done well?

- Children's curiosity and imagination is skilfully developed as they explore the interesting range of activities available to them, such as role-play, creative and messy play activities. They work and play independently and are well supported by staff.
- Children's personal, social and emotional development is well fostered. Staff interact well with the children giving them opportunities to become self motivated, responsible and independent, such as pouring their own drinks and tidying away the toys.
- Children are confident speakers and listeners, they use language to express themselves and interact with other children and adults. Staff develop the

children's language skills well by asking open-ended questions and giving children time to answer, especially at snack time.

**What needs to be improved?**

- Staff deployment overall and when overseeing computer activities.

**What has improved since the last inspection?**

The Bees Knees Nursery has made very good progress since their last inspection. They have reviewed and developed their assessment process, which enables systematic recording of children's progress. A review of activities is now incorporated within this process. They have also built into their daily routine use of climbing and balancing equipment.

## SUMMARY OF JUDGEMENTS

### PERSONAL, SOCIAL AND EMOTIONAL DEVELOPMENT

Judgement:	Very Good
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Children are excited and confident to access their environment. They show good levels of concentration when doing group activities such as making dice files for their work. Children have well developed independence skills such as pouring own drinks, toileting and personal hygiene, helping tidy up the toys. They have good relationships with their peers and the staff.

### COMMUNICATION, LANGUAGE AND LITERACY

Judgement:	Very Good
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Children are confident speakers and engage easily in conversation with other children and adults. The children are encouraged to chat about their experiences. Staff have a variety of systems in place to help children with letter recognition, such as named trays and cards, also the letter of the week. There are various opportunities given to the children to develop good writing skills, such as putting their name on their work and following simple letter tracing.

### MATHEMATICAL DEVELOPMENT

Judgement:	Very Good
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Children use numbers for counting and some can count to ten and beyond. They have access to a range of equipment to compare size and weight and understand simple calculation through structured everyday activities. The use of set topics helps to look at the different areas of mathematical concepts to enhance the children's learning, such as making dice folders to look at shape and numbers.

### KNOWLEDGE AND UNDERSTANDING OF THE WORLD

Judgement:	Generally Good
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Children take part in a range of activities that develop their interest in the world around them. They go on walks and talk about what they see. This is especially noticeable within the role-play, which can cover different topics, such as doctors, vegetable shop. The children have a variety of construction resources to encourage building and design technology. However, staff do need to be more supportive when children are using the computer.

### PHYSICAL DEVELOPMENT

Judgement:	Very Good
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Children move confidently and demonstrate a good awareness of space as they move independently selecting resources. Through thoughtful planning staff ensure that there is a variety of opportunities for children to experience different kinds of physical activities, such as throwing, catching, climbing and balancing. Children's dexterity is developed well. They have good hand and eye co-ordination and successfully use the scissors, as well learn about the safety of passing them to one another.

CREATIVE DEVELOPMENT	
Judgement:	Very Good
Staff encourage children to explore materials on a daily basis, developing an awareness of colour, texture and dimension. Children develop their own ideas. Music time and movement feature on weekly plans, so children have opportunities to freely express themselves. They experiment with rhythms and singing familiar songs. There is an appropriate balance between free role play and adult guided scenarios.	

**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;
- ensure staff deployment provides sufficient support for the children during activities, particularly when using the computer.

*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.*