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Busy Bees Day Nursery at  
Peterborough  
Hampton Hargate Primary School  
Hargate Way, Hampton Hargate  
Peterborough  
Cambridgeshire  
PE7 8BZ

Our Reference EY221690

Dear Busy Bees Day Nurseries (Trading) Limited

### **Monitoring for provision judged as inadequate**

An Ofsted inspector, Ann Austen, monitored your provision on 22/05/2014 following your inspection where the provision was judged to be inadequate.

### **Outcome of monitoring**

As a result of our inspection on 28/02/2014, we sent you a notice to improve. The actions you were set are included at the end of this letter.

During the monitoring visit the inspector discussed with you the steps you have taken to address the actions raised in the notice to improve. The inspector observed staff working with the children; their interactions and the range of activities provided. She viewed assessment and planning records, discussed partnerships with parents and key person procedures. The inspector also discussed child protection and behavioural management policies and procedures and staff suitability; including their supervision and professional development. She spoke to the regional manager of the company, the manager and a representative from the local authority.

The inspector found that you have developed a comprehensive action plan to address the issues raised at your last inspection and have introduced systems to evaluate the quality of the practice and the impact this has on outcomes for children. This has enabled you to accurately identify how you are going to address the areas for improvement that were identified at your last inspection and to plan for ongoing progress.

The inspector found that you have appointed a new manager since the previous inadequate inspection and with the support from the company's regional manager your performance management arrangements have improved. Staff hold appropriate qualifications according to their roles and responsibilities. You detailed how staff now receive regular supervision and access to consistent training opportunities. In

addition, you have recently introduced and are continuing to embed systems to monitor the delivery of the educational programmes; including the quality of teaching, in order to ensure children receive worthwhile learning experiences. For example, you explained how management and senior room leaders monitor staff interactions with the children and that meaningful activities are provided. This has had a positive effect on staff morale and the quality of the care and learning provided.

The inspector found that you have introduced procedures to improve the quality of teaching across the nursery. You have welcomed support from the local authority and you state that staff have attended appropriate training courses to improve their knowledge and skills in specific areas. For example, staff have attended assessment and planning training. You explained how staff are now beginning to use this information to plan more challenging activities based on the children's next steps and interests. This had led to a better understanding of the children's stage of development and improved adult-focussed teaching. As a result, children are making better progress. The inspector observed the children being cared for on the day of the monitoring visit to be happy and engaged in their play. Staff were deployed effectively and children were making decisions about their choice of activities.

You demonstrated that you have taken effective steps to enhance the partnership with parents. You explained how the key person system has improved because staff now have developed a greater understanding of its purpose. Each child has an identified key person who links closely with the parents and gathers relevant information about the children's care and learning needs. You explained how this has helped settle new children and enables staff to ensure their care and learning is personalised to meet their individual needs. The inspector found that systems for sharing information have now improved. For example, parents can talk with their child's key person each day and relevant information is posted on notice boards throughout the nursery. In addition, parents are encouraged to share information about their child's ongoing learning at home. You stated that this has led to a more integrated approach to the children's ongoing learning and development.

The inspector found that the member of staff responsible for behavioural management is now receiving continuing support to increase her understanding of her role. In addition, all members of staff have received behavioural management training to increase their knowledge in this area. As a result, children's behaviour across the nursery has improved. For example, pre-school children are beginning to take greater responsibility for managing their own behaviours by following their set of 'values', such as learning to listen, share and be kind to their friends. You stated that this has had a positive impact on relationships throughout the nursery and the level of children's engagement in their learning is improving.

The inspector found that measures to safeguard children have improved. You detailed how the newly appointed manager takes overall responsibility for safeguarding children and has completed the required child protection training course. She understands the procedures to follow in the event of an allegation being

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made against a member of staff and the referral process; including contacting Ofsted where appropriate. In addition, all staff have recently completed child protection training. As a result, staff have a greater understanding of their roles and responsibilities, which helps to ensure all children, are effectively cared for and protected.

Having considered all the evidence, the inspector is of the opinion that the setting has taken prompt and effective action to address the points for improvement.

**Next steps**

The next step will be a full inspection.

I hope that you have found the visit helpful in promoting improvement in your setting. If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson  
National Director, Early Education

## Actions

Action	Due date	Closed date
ensure that the daily experience for all children and the overall quality of the nursery improve by; developing strong, effective leadership and management; offering a system of supervision and appraisal which fosters a culture of mutual support, ongoing training and continuous improvement; taking a proactive stance with regard to safeguarding, health and safety within the nursery.	30/05/2014	22/05/2014
ensure that the nursery safeguarding policy and procedure are acted upon, in the event of an allegation made against a member of staff, in line with the relevant Local Safeguarding Children Board guidance	14/03/2014	22/05/2014
ensure that all practitioners have the necessary skills, knowledge and understanding to successfully manage children's adverse behaviour and support their developing awareness and self-control	31/03/2014	22/05/2014
ensure that all practitioners have the appropriate qualifications, training, skills, knowledge and understanding to successfully promote children's learning through skilful teaching; understand how to offer challenge through age-appropriate, stimulating activities and experiences, and offer learning which meets children's individual needs and interests	30/05/2014	22/05/2014
ensure that all practitioners understand their role and responsibilities as children's key persons and that they work closely with parents and know children well enough, to ensure children's learning and care is tailored to their individual needs	31/03/2014	22/07/2014
ensure that the training and development needs of practitioners are regularly and rigorously assessed to ensure children receive a quality learning experience that	30/05/2014	22/05/2014

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continually improves