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Busy Bees Day Nursery at
Altrincham
72 Ellesmere Road
Altrincham
Cheshire
WA14 1JD

Our Reference 310342

Dear Busy Bees Day Nurseries Limited

Monitoring for provision judged as inadequate

An Ofsted inspector, Joan Isabel Madden, monitored your provision on 28/05/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 10/04/2014, we sent you a welfare requirements notice. If you were set actions at the inspection, or as a result of our subsequent monitoring or investigations, these are included at the end of this letter unless we have already verified that they have been completed.

The welfare requirement notice required you to implement effective systems to ensure all staff are suitable to work with children, including fully assessing employment history, any criminal convictions and following up appropriately sourced references (Suitable People W2 3.9).

In addition to the welfare requirement notice we sent you a notice to improve that required you to ensure that the planning and guiding of children's activities reflects on the different ways that children learn and promotes the characteristics of effective teaching and learning (Learning and Development 2 1.10) and support children's language development and thinking skills, for example, by using open-ended questions and giving children sufficient time to respond (Learning and Development 2 1.10).

An inspector, monitored your provision on 28 May 2014, following your inspection where the provision was judged to be inadequate with enforcement.

It was found that since the inspection your organisation has taken swift and effective action to respond to the actions set. It was noted there have been changes in the senior management personnel at the nursery. Specialised staff from the organisation

have been brought in to support, train and mentor the staff. Additionally, the nursery has received support and guidance from the Early Years Consultant at Trafford. As a result staff have gained knowledge and confidence to improve on the weaknesses that had been identified as a result of the inspection.

In response to the welfare requirement notice set the inspector assessed the suitability of the staff on duty on the day of the visit. She found that the requirements for qualifications and ratios were met. Staff records were sampled and the vetting procedures were found to be complete including details on the individual's employment history and evidence of appropriately sourced references. Senior staff were able to demonstrate that since the inspection they have completed Safer Recruitment training online and a full audit of the records for vetting staff has been completed in line with the Safer Recruitment guidance. The nursery has also completed the 'Seven Steps to a Safer Setting' guidance provided by Trafford Local Authority. A master file has been set up including all appropriate recruitment forms and a new staff induction procedure to ensure effective and robust management of the recruitment process with any new employees in the future. As a result the systems for assessing staff are much more robust thereby providing greater protection to children.

The inspector found that in response to the actions relating to learning and development the staff have received further training on how the characteristics of effective learning are used to support the children's learning. Staff are also booked on for training in 'Quality Interactions' and advanced EYFS courses through Busy Bees. A member of staff has attended the first session of a 12 month development programme with Trafford Local Authority, Early Excellence Cluster Team.

Self audit and reflection tools have been completed to check the staff's knowledge and understanding of the characteristics of effective learning and to show how they are used in their practice to support planning, observation and next steps. These tools have also been used to check the staff's knowledge and understanding of open-ended questions and to show how they are used in their practice to support the children's learning. Where weaknesses have been identified 'Focus Improvement Plans' have been issued to show individual staff member's improvement and progress in the identified areas.

It was noted by the inspector that displays around the nursery help to consolidate the staffs' knowledge of promoting the characteristics of effective learning and use of open-ended questions. Staff have also received booklets on the characteristics of effective learning.

As a result the inspector found in discussion with staff and in observing them that their knowledge is secure in these areas and they are able to implement it into their

daily practice in order to progress the children's learning and language.

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 planning and guiding of children's activities reflects on the different ways that children learn and promotes the characteristics of effective teaching and learning	27/05/2014	08/07/2014
support children's language development and thinking skills, for example, by using open-ended questions and by giving children sufficient time to respond.	27/05/2014	08/07/2014