

Busy Bees at Farnborough

Building 301A, Armstrong Way, The Fairway, FARNBOROUGH, Hampshire, GU14 0LP



Inspection date

19 March 2015

Previous inspection date

19 April 2012

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Outstanding	1
The contribution of the early years provision to the well-being of children		Requires improvement	3
The effectiveness of the leadership and management of the early years provision		Requires improvement	3
The setting does not meet legal requirements for early years settings			

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Staff do not always take reasonable steps to prevent strangers entering the premises, nor implement procedures for checking and recording the identity of visitors.
- Staff do not always follow the provider's safeguarding policy and procedures regarding the use of mobile phones and cameras in the setting.
- There are limited symbols and print in the garden, which reduces opportunities for children to recognise numbers and words when they play outside.

It has the following strengths

- Staff provide an exceptional range of high-quality learning experiences for all ages of children. As a result, children are keen to explore, motivated to persist when activities become challenging, and take pride in their endeavours.
- Staff share an excellent range of information with parents to help them feel well informed and ensure children's interests and achievements may be celebrated and developed at home and in the nursery.
- Parents observe how well staff prepare children for staff and room changes. Recent staff training has strengthened the teaching of literacy and mathematics, helping children become better prepared and more emotionally secure as they move on to school.
- Staff regularly reflect on their teaching practice and identify areas for improvement. Consequently, there is a strong ethos of continual development across the nursery as staff work hard to raise standards and meet the needs of all children.

What the setting needs to do to improve further

To meet the requirements of the Early Years Foundation Stage the provider must:

- monitor the consistent implementation of procedures to safeguard children, with particular regard to security measures, and the mobile and camera phone policy

To further improve the quality of the early years provision the provider should:

- further develop the outdoor areas to create environments that are rich in print and where children learn about letters, numbers, symbols and key phrases.

Inspection activities

- The inspector observed a wide range of activities across all areas of the nursery and talked with staff and children about what they were doing.
- The inspector reviewed documents and procedures relating to safeguarding, staffing, supervision, risk assessment, equal opportunities, and health and safety, and checked a selection of other policies.
- The inspector sampled a range of children's records, the nursery's systems for planning, evaluation, and exchanging information with parents and external professionals.
- The inspector took account of the views of parents spoken to on the day and reviewed written communication from parents.
- The inspector met with the leadership team and conducted a joint observation with one of the managers.

Inspector

Helen Robinshaw

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is outstanding

Children make very good progress in their learning and development because staff surround them with an abundance of rich and challenging experiences. Children easily access, and choose to explore, a wealth of good quality resources in varied and enticing play areas. Highly effective teaching techniques, combined with inspirational education programmes, ignite children's enthusiasm and desire to learn. Staff carefully observe, evaluate and plan further activities to enhance children's skills. Diligent monitoring ensures that children of all ages make excellent progress in all aspects of their development. When children arrive with delays or gaps in their learning, staff work effectively with parents and outside agencies to provide prompt support. Staff are highly accountable to parents and keep them exceptionally well informed about children's education, welfare and progress.

The contribution of the early years provision to the well-being of children requires improvement

Staff are adept at settling babies and young children, as they know them well. They work closely with parents to remain effective in managing any changes in children's routines and interests. Children learn to respect each other's views and work together as a team through small and large group activities. These focus on building children's communication skills, self-confidence, physical fitness, self-expression and interests in scientific enquiry. Children behave well as staff clearly model being polite and kind to others. Staff teach children to keep themselves healthy and safe as they grow and examine healthy foods, and use knives and whisks as they cook together. However, not all staff implement their safeguarding training consistently. Staff teach children to follow clear hygiene practices across the nursery, helping children develop independence in managing their personal needs. Attractive, well-equipped outdoor play areas ensure children of all ages enjoy long periods practising new physical skills as they play in the fresh air. However, there are few opportunities for children to recognise numbers and words in the outdoor play areas.

The effectiveness of the leadership and management of the early years provision requires improvement

Leadership has clear policies, procedures and internal qualifications to guide, support and train staff in their delivery of care and learning to children. However, leadership and management do not always implement practical systems to monitor visitors entering the premises, nor do staff always follow through the nursery's policies and procedures for safeguarding children. Managers follow other guidance to check and review children's progress and supervise staff appropriately. They regularly evaluate practice to drive forward improvement across every area of the nursery. For example, staff complete detailed records and promptly inform parents of any accidents or injuries that occur at the nursery. When any trends occur, staff repeat risk assessments and implement any possible improvements.

Setting details

Unique reference number	110095
Local authority	Hampshire
Inspection number	835845
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	159
Number of children on roll	106
Name of provider	Busy Bees Nurseries Limited
Date of previous inspection	19 April 2012
Telephone number	01252 533430 or 01252 533431

Busy Bees at Farnborough registered in 2001. It is one of a chain of nurseries run by Busy Bees Nurseries Limited. The nursery is open from 7.30am to 6pm for 52 weeks of the year. The nursery is in receipt of funding for the provision of free early education for children aged two, three, and four. Of the 28 staff who work with the children, 18 hold relevant qualifications at level 3 and above, including two members of staff who hold relevant degrees. The nursery also employs an administrator and two chefs.

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