

Honey Bees Staff Day Nursery



Kingston Hospital, Galsworthy Road, Kingston upon Thames, Surrey, KT2 7QB

Inspection date 26 August 2015
Previous inspection date 4 August 2011

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Outstanding	1
How well the early years provision meets the needs of the range of children who attend		Good	2
The contribution of the early years provision to the well-being of children		Good	2
The effectiveness of the leadership and management of the early years provision		Good	2
The setting meets legal requirements for early years settings			

Summary of key findings for parents

This provision is good

- Staff have very good relationships with the children. As a result, children feel safe and secure which supports their emotional well-being.
- The manager ensures that all staff have a very robust knowledge of safeguarding. This means that they know what to do should they have any concerns about children in their care or if an allegation is made against a member of staff.
- Staff complete regular observations and assessments to identify children's stages of learning. This enables them to plan activities and experiences to extend children's learning and development and prepares them well for school. Support for children with additional needs is very good.
- The manager uses self-evaluation to monitor the strengths and weaknesses of the provision. She seeks the views of the parents, staff and children, which provides an overview of areas to improve. This enables changes to be made, which helps to further promote children's learning and development.
- Partnerships with parents are good. Staff share information about children's progress with them regularly. This enables parents to further support their children's learning at home.

It is not yet outstanding because:

- Children have access to the outdoor environment every day. However, the garden was designed when the premises were used as part of the hospital facilities and now does not effectively meet the needs of the children who attend the nursery.

What the setting needs to do to improve further

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

- further improve the outdoor environment to meet the needs of all children.

Inspection activities

- The inspector spoke to parents, staff and the management.
- The inspector conducted a joint observation with the manager.
- The inspector tracked two children.
- The inspector observed children and staff interacting and playing together.
- The inspector sampled a range of relevant documentation.

Inspector

Sheryll Edwards

Inspection findings

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

Children benefit from a wide range of activities which cover all the areas of learning. Staff have a good understanding of how children learn and use this knowledge to make activities interesting and exciting. For example, staff link stories to experiences outside as they encourage children to look for the story characters in the woods. This also supports children's physical development. Staff encourage children to talk and share their thoughts and ideas as they play. This helps children to develop confidence in their communication and language skills, which prepares them for their move to school. Staff are good at teaching mathematics through everyday routines such as shape hunts in the garden and counting games, and they use mathematically rich language in daily conversations.

The contribution of the early years provision to the well-being of children is good

The children throughout the nursery are confident, happy and motivated to learn. At the start of each day, staff spend time reminding children how to manage their own behaviour effectively by following the class rules. As a result, children behave well. Children with special educational needs and/or disabilities make very good progress in their development because the manager and staff have effective systems to ensure their individual care and development needs are met. Management and staff work extremely well with other professionals to share information about children's care and learning needs. Staff provide children with healthy, balanced and nutritious meals and snacks, which supports children's good health and well-being. Staff help children to learn good hygiene practices. Children know they need to wash their hands before eating and after using the toilet, which helps support their independence and prepares them for school.

The effectiveness of the leadership and management of the early years provision is good

The manager has robust recruitment procedures which she follows to ensure that all staff are suitable to work with children. All new staff complete an induction period to enable them to become familiar with the setting's policies and procedures, and their own roles and responsibilities. The manager works hard to ensure that staff are consistently supported. She evaluates staff's practice and identifies any weakness, which she discusses with them in their regular supervision meetings. This enables staff to attend training courses to raise their knowledge and skills, which has a positive impact on the quality of teaching and learning. The manager monitors children's progress to check that all children are making progress in relation to their starting points. She checks children's next steps in learning and the planning to ensure that all children's needs are met.

Setting details

Unique reference number	131831
Local authority	Kingston upon Thames
Inspection number	825519
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 8
Total number of places	81
Number of children on roll	83
Name of provider	Kingston Hospital NHS Trust
Date of previous inspection	4 August 2011
Telephone number	0208 546 7711

Honey Bees Staff Day Nursery registered in 1992. It operates from a building within the grounds of Kingston Hospital in Surrey and cares for children whose parents work in the hospital. It is open each weekday from 7am to 5.30pm, all year. The nursery is funded to provide free early years education for children aged three and four years. The nursery supports children with special educational needs and/or disabilities. There are 23 members of staff, of whom 21 hold relevant qualifications from level 3 to 6.

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