

# AJJ'S Nurseries T/A Bizzie Bees

Hilton Avenue, DUNSTABLE, Bedfordshire, LU6 3QF



## Inspection date

7 April 2016

Previous inspection date

2 November 2012

| The quality and standards of the early years provision | This inspection:     | Requires improvement | 3 |
|--|----------------------|----------------------|---|
|  | Previous inspection: | Satisfactory         | 3 |
| Effectiveness of the leadership and management         |                      | Requires improvement | 3 |
| Quality of teaching, learning and assessment           |                      | Requires improvement | 3 |
| Personal development, behaviour and welfare            |                      | Requires improvement | 3 |
| Outcomes for children                                  |                      | Requires improvement | 3 |

## Summary of key findings for parents

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

- Senior staff do not effectively supervise all aspects of staff work. As a result, there are some inconsistencies in staff's observations and assessments of children's development.
- Staff do not consistently gather information about children's learning from all parents when they first start. Some initial assessments are not clear or well-informed. This makes it difficult for staff to effectively review children's progress.
- Staff do not consistently teach older children to be aware of how effective health practices, contribute towards their good health.

### It has the following strengths

- Staff are well qualified and share their understanding of child protection issues among the staff team and with parents. Staff explain how they have developed their practice following recent changes to legislation.
- Activities are varied and suited to children's age and stage of development. Generally, staff plan activities to support their next steps in learning.
- Disabled children and those with special educational needs make good progress and intervention is swift. Staff use a range of methods that supports children's individual needs.

## What the setting needs to do to improve further

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

|   | Due Date   |
|---|------------|
| ■ improve the supervision arrangements for staff, providing targeted support, coaching and training to effectively develop staff performance and increase consistency of teaching | 06/06/2016 |
| ■ ensure all parents have the opportunity to contribute towards the initial assessments of children's learning.   | 06/06/2016 |

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

- promote older children's growing awareness of health and self-care, reinforcing their understanding of how good hygiene habits contribute to keeping healthy.

## Inspection activities

- The inspector observed the quality of teaching during activities, both indoors and outdoors and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and provider. She looked at relevant documentation, such as the nursery's central record and evidence of the suitability of staff working in the nursery.
- The inspector spoke to a small number of parents during the inspection and took account of their views.

## Inspector

Hayley Marshall-Gowen

## Inspection findings

### Effectiveness of the leadership and management requires improvement

Arrangements for safeguarding are effective. Staff have a good understanding about the signs and symptoms that might cause them concern about children's welfare. There are posters in every room reminding staff about how to pass on any concerns to the relevant professionals. Staff are vigilant in supervising children and maintaining a safe environment for them to play and learn in. The manager and provider supervise some aspects of the staff's work. However, they do not effectively review the way in which staff assess children's learning. There are some inconsistencies in the ways that staff assess the progress that children make. Furthermore, some development files are not up to date, in order to reflect children's current stage of learning when passed on to their next key person. The interim manager demonstrates a strong desire to address the weaknesses and staff are motivated to learn and improve the quality of the nursery for children.

### Quality of teaching, learning and assessment requires improvement

Despite the weakness in some assessments of children's learning, teaching is effective in sustaining children's attention and supporting them to make some progress. Babies delight in moving their bodies to music and staff sing with them, supporting their communication and language skills well. Toddlers make dough and practise their physical skills as they use tools to mould and shape the dough. Older children develop their large-muscles skills in the garden as they climb on apparatus and play with ride-on toys. Staff do not consistently gather information about children's learning when they begin at the nursery. Consequently, initial assessments are not always well informed as they do not reflect what children already know and can do. Therefore, staff cannot accurately measure the actual progress they make at the nursery.

### Personal development, behaviour and welfare require improvement

Staff work with parents to help children to settle. Relationships between children and their key people are strong. Children display their pleasure at being with their key people by smiling and waving their arms with excitement. Older children want to include staff in their play and seek them out to start conversations. Staff do not consistently reinforce children's growing awareness of how good personal habits contribute towards their health, such as putting their hands over their mouths when coughing. Children learn about healthy eating and grow vegetables that they use in their role-play area and for snack time.

### Outcomes for children require improvement

Children make steady progress. Occasionally, children do not make good progress because not all staff keep assessments of learning up to date. Children become confident talkers from a young age and express themselves well. Children are developing some of the skills that they need for their move on to school. They know about the sound of some letters and use mathematical language as they play. Children form close friendships and get along well with each other. Older children understand nursery rules and behave well.

## Setting details

|                                    |   |
|------------------------------------|---|
| <b>Unique reference number</b>     | EY447951  |
| <b>Local authority</b>             | Central Bedfordshire  |
| <b>Inspection number</b>           | 1028111   |
| <b>Type of provision</b>           | Full-time provision   |
| <b>Day care type</b>               | Childcare - Non-Domestic  |
| <b>Registers</b>                   | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| <b>Age range of children</b>       | 0 - 4   |
| <b>Total number of places</b>      | 50  |
| <b>Number of children on roll</b>  | 80  |
| <b>Name of provider</b>            | AJJ's Nurseries Limited   |
| <b>Date of previous inspection</b> | 2 November 2012   |
| <b>Telephone number</b>            | 01582604678   |

AJJ'S Nurseries T/A Bizzie Bees was registered in 2012 and operates under a limited company. The nursery employs 19 members of childcare staff. Of these, 17 hold appropriate early years qualifications at level 2 and above. The nursery opens Monday to Friday, for 51 weeks of the year, excluding Bank Holidays and a week between Christmas and New Year. Sessions are from 8am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports a number of disabled children and those with special educational needs.

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