

Busy Bees Day Nursery at St Albans Hospital



St. Albans City Hospital, Waverley Road, ST. ALBANS, Hertfordshire, AL3 5PN

Inspection date	13 May 2016
Previous inspection date	6 August 2013

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- Managers have fully addressed weaknesses identified following a recent safeguarding incident and swift and robust action has been taken to make the required improvements.
- Children make good progress in their learning because staff teach them well.
- Children are very settled and confident in the nursery. They make their needs known to staff, who respond with care and attention.
- Effective partnership working is in place with parents. Staff take time to communicate with parents and gather their views. This ensures they understand what the children need, know and can do, right from the start and plan for these accordingly.

It is not yet outstanding because:

- At times the routines of the setting particularly at meals times in the baby 2 room is not planned well enough. As a result children are unnecessarily distracted and interrupted in their play and learning.
- Staff do not record formal observations of children frequently enough to ensure that the system for tracking children's progress reflects what the staff know about the children. This hinders the identification of their next steps in all areas of learning.

What the setting needs to do to improve further

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

- review the frequency of observations of children's development, so that all children's individual next steps are considered in planning
- adapt the planning of daily routines, particularly around lunchtime so that children can be occupied and settled during these times.

Inspection activities

- The inspection was carried out following a notification from the manager that raised concerns about the organisations response to an serious allegation made against a member of staff.
- The inspectors observed activities in the play rooms and gardens.
- The inspectors had discussions with children, parents and staff.
- One of the inspectors undertook a joint observation with the manager.
- The inspectors looked at observation files, tracking systems, the self-evaluation form and a selection of policies and children's records.

Inspectors

Susan Brockhouse HMI / Naomi Brown ECRI

Inspection findings

Effectiveness of the leadership and management is good

The inspection took place following an investigation into a serious safeguarding incident. Ofsted issued welfare requirement notices relating to child protection. Inspectors found that appropriate action was taken to meet the requirements. Safeguarding is effective. The manager and staff understand how to recognise safeguarding concerns as early as possible. Support from the wider organisation has been improved. Systems to evaluate what is working well and what needs to improve are effective and take into account the views of staff and parents. Managers use effective professional development systems to support all staff in continual development of their skills and knowledge. The manager and staff regularly analyse data to identify how individual and different groups of children are progressing. Parents report that good communication from the nursery keeps them well-informed about their child's development.

Quality of teaching, learning and assessment is good

Staff speak knowledgeably about their key children and the activities they provide to support the areas they have identified as the next steps for children's learning. Babies are curious and interested in their environment. They are given many opportunities to use and develop their senses. For example, they splash in the water and enjoy stretching the play dough. Staff are responsive to children's ideas and listen to their suggestions. For example, older children are encouraged to follow their imagination as they mix materials together to make 'magic potions'. Staff are skilful at timing their questions or providing children with information. Language and mathematics development are a key focus in the nursery and this is reflected in the good range of age appropriate resources.

Personal development, behaviour and welfare are good

Staff successfully provide an environment where children make friends easily and play together well. Resources capture children's interests and imagination, and provide them with opportunities to explore and discuss the world around them together. Children show good levels of independence and cooperation and they behave well. This is because staff are sensitive and flexible in supporting individual children. Robust systems are in place to ensure that children with special dietary requirements have their needs fully met while being included in meal and snack times. All children enjoy frequent opportunities to be active outdoors. This is helping them to develop new skills such as pedalling a trike, or catching a ball.

Outcomes for children are good

Staff have high expectations of children. Consequently, the nursery is full of happy and inquisitive children, keen to explore and highly motivated to learn. Children develop good communication skills. Younger children babble and smile, while older children share ideas and confidently explain their decisions to staff as they play. Fun activities such as, fishing for numbers in the water play and exploring ideas such as big and small with playdough ensure children enjoy as they learn. Swift and effective action is taken where children are shown to be in risk of falling behind expected levels of development.

Setting details

Unique reference number	EY422557
Local authority	Hertfordshire
Inspection number	1051289
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 5
Total number of places	51
Number of children on roll	100
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	6 August 2013
Telephone number	01727897602

Busy Bees Day Nursery at St Albans Hospital is one of 252 nurseries managed by Busy Bees Day Nursery (Training) Limited. It was registered in 2010 and is on the Early Years Register and compulsory part of the Childcare Register. The nursery employs 22 members of staff including a chef and an administrator. The manager hold level qualifications at level 5, six members of staff hold qualifications at level 3, and two staff hold appropriate early years qualifications at level 2. The nursery opens Monday to Friday all year, from 7am until 7pm. The nursery supports children who speak English as an additional language, disabled children and those with special educational needs. The nursery receives funding to provide free early education for children aged two, three and four years.

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