

# Busy Bees Day Nursery at Hempstead



197 Hempstead Road, Hempstead, Gillingham, Kent, ME7 3QG

**Inspection date** 11 July 2016  
Previous inspection date 1 May 2014

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	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

- The management team monitors and ensures staff complete clear risk assessments so the premises are safe and secure. Management ensures that staff supervise children fully at all times.
- Staff have detailed knowledge of the individual children and their next steps in learning. They plan interesting activities that support the children to make good progress.
- Relationships with parents are strong. Staff engage and involve them effectively in their children's learning. They ensure that parents are clear about their children's progress and how they can continue the learning at home, sharing in their children's achievements.
- Staff and children develop close bonds and secure attachments. Staff are kind, caring and attentive towards the children. Babies and toddlers show that they are emotionally secure, as they become active learners and have the confidence to explore.
- The management team uses accurate self-evaluation effectively and involves the staff team to identify and prioritise areas for ongoing improvement.
- Throughout the nursery, children have good opportunities to develop their mathematical skills.

### It is not yet outstanding because:

- Staff do not always use opportunities to support older children's early writing skills.
- Staff do not always consistently encourage children's good manners and respect during everyday activities and children's interactions.

## What the setting needs to do to improve further

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

- extend opportunities to help older children develop their early writing skills further
- make better use of everyday activities and children's interactions to further encourage good manners and respect.

### Inspection activities

- The inspector observed activities and the quality of teaching indoors and outdoors.
- The inspector sampled a range of documentation, including key policies and procedures, the improvement plans and children's development records.
- The inspector took account of parents' views through discussions.
- The inspector spoke to members of staff and children at appropriate times during the inspection.
- The inspector held meetings with the manager, regional manager and childcare team, and completed a joint observation with the manager.

### Inspector

Maxine Ansell

## Inspection findings

### Effectiveness of the leadership and management is good

Safeguarding is effective. The management team and staff have a good knowledge of the procedures to follow, how to keep children safe and what to do if they have a concern about a child in their care. They are clear about their responsibility to ensure they follow secure safeguarding procedures at all times. The management team has reviewed the procedure for administering medication to ensure it is effective. The manager regularly monitors staff ratios to ensure good organisation of staff to meet children's needs. The manager uses meetings with staff effectively. She monitors children's learning and the educational programmes to review children's progress, staff training needs and areas for development. She improves staff's knowledge and teaching skills effectively. For example, children were not developing as well in mathematics as other areas, and following staff training, they now teach this well and it is one of the nursery's strengths.

### Quality of teaching, learning and assessment is good

Staff carry out detailed observations and assessments on children's development. They use this information effectively to plan a stimulating environment based on the children's interests and next steps in learning. Staff make good use of opportunities to support children's physical and mathematical development. For example, they extended older children's skills as they rolled playdough balls, counting and discussing the different sizes. Children enjoy role play, developing their imagination, physical and social skills. For example, younger children made 'dinner' in the mud kitchen, while older children made healthy foods out of playdough to take on a 'picnic'.

### Personal development, behaviour and welfare are good

Staff have a clear understanding of behaviour strategies and how to encourage children's good behaviour. Children have good opportunities to develop their physical skills and understand how exercise is good for them. Older children complete a wake and shake exercise routine at the beginning of each day. Staff teach children to stay safe; for example, they encourage children to put sun cream on when they go out in the sun. Staff use this activity effectively to extend the babies' knowledge and language by labelling their body parts as they put the cream on. Staff know the children well and support them to behave well.

### Outcomes for children are good

All children interact enthusiastically with staff, especially babies, who enjoy reassuring cuddles. Children take part in learning experiences that help to prepare them well for school or their next stage of their learning. Older children engage in activities that support their hand-eye coordination and their early reading skills. For example, they thread pasta and straws on to string and recognise their name on their own home trays.

## Setting details

<b>Unique reference number</b>	EY408447
<b>Local authority</b>	Medway Towns
<b>Inspection number</b>	1055536
<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 - 5
<b>Total number of places</b>	76
<b>Number of children on roll</b>	114
<b>Name of registered person</b>	Kinder Nurseries Ltd
<b>Registered person unique reference number</b>	RP900817
<b>Date of previous inspection</b>	1 May 2014
<b>Telephone number</b>	01634 261156

Busy Bees Day Nursery at Hempstead registered in 2010. It was acquired by Busy Bee nursery in 2014. It operates from a group of purpose-built buildings in the grounds of Hempstead Infant School in Gillingham, Kent. The nursery opens five days a week from 7am until 7pm all year. There are 23 members of staff; of these, 19 have a recognised early years qualification to at least level 2 or above. One member of staff holds a qualification at level 6 and 15 staff hold qualifications at level 3. The nursery receives funding to provide free early education to children aged two, three and four years.

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