

Bees Knees Day Nursery

97 Connaught Road, Reading, Berkshire, RG30 2UE



Inspection date

24 August 2016

Previous inspection date

13 May 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- The provider fails to fulfil their responsibilities to meet the requirements of the Early Years Register and the Childcare Register, and the quality of the provision has declined.
- Children's welfare is significantly compromised. The designated person for safeguarding, managers and staff fail to recognise that children are at risk of harm. Records of any concerns are not maintained in accordance with the nursery's safeguarding policy. Concerns are not reported to relevant agencies without delay.
- Recruitment and vetting procedures are weak. The provider does not implement effective systems to ensure staff's suitability. They fail to meet their statutory responsibilities to report concerns around staff suitability to the relevant agencies.
- The manager and deputy do not have the necessary knowledge and skills to fulfil their roles and responsibilities effectively.
- Staff do not know enough about their key children to ensure their individual needs are met and their welfare is supported. This places them at risk of harm. Weaknesses in staff practice and the quality of teaching are not identified and acted upon effectively.
- Children, including those who have special educational needs, do not receive adequate levels of support and make poor progress in their learning. Assessments are inaccurate and staff fail to plan a range of challenging activities that children find enjoyable.

It has the following strengths

- Children have opportunities to play in the garden.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

Due Date

- | | |
|---|------------|
| ■ implement an effective safeguarding policy, in line with the guidance and procedures of the Local Safeguarding Children Board (LCSB), that enables concerns about members of staff or about children to be referred promptly to the appropriate agencies | 14/09/2016 |
| ■ ensure that all staff, including managers and the designated person for safeguarding, have a secure and up to date understanding of safeguarding issues, in order that signs and symptoms of possible abuse and neglect can be identified at the earliest opportunity and a response made in a timely and appropriate way | 14/09/2016 |
| ■ maintain records and obtain and share information (with parents and carers, other professionals working with the child, the police, social services and Ofsted, as appropriate) to ensure the safe and efficient management of the setting, and to help ensure the needs of all children are met | 14/09/2016 |
| ■ ensure a Disclosure and Barring Service referral is made when a member of staff is dismissed (or would have been, had the person not left the setting first) because they have harmed a child or put a child at risk of harm | 14/09/2016 |
| ■ implement effective systems to ensure that staff are suitable and keep records to demonstrate how their suitability has been determined, with particular regard to gaining full and relevant information about previous employment | 14/09/2016 |
| ■ ensure the manager and deputy manager have sufficient knowledge and the necessary skills to fulfil their roles and responsibilities effectively | 14/09/2016 |
| ■ ensure there are effective arrangements in place for the supervision of staff to provide support, coaching and training in order to promote the interests and well-being of children, and provide good quality learning and development for children | 14/09/2016 |
| ■ implement an effective key-person system, so that staff know their key children well, and ensure that every child's care is tailored to meet their individual needs, offer a settled relationship for the child and build a relationship with their parents. | 14/09/2016 |

To meet the requirements of the early years foundation stage the provider must:

	Due Date
■ take full account of the individual needs, interests and stage of development of each child, including those with special educational needs, and use this information to plan challenging and enjoyable experiences that cover all the areas of learning effectively	14/09/2016
■ ensure that staff use observation and assessment effectively to accurately identify children's developmental starting points and to effectively plan for the next steps in children's learning, and share these with parents.	14/09/2016

Inspection activities

- The inspector observed children's play during indoor and outdoor activities.
- The inspector looked at samples of children's online assessment folders and records, and a range of other documentation.
- The inspector spoke with the staff, children and parents at appropriate times throughout the inspection.
- The inspector held a meeting with the manager and business manager.
- The inspector conducted a joint observation with the manager.

Inspector
Melissa Cox

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not ensure that the designated lead for safeguarding and manager fulfil their responsibilities. Despite attending training, they do not recognise indicators that children may be at risk of harm. Records of concerns lack vital details. These are not shared with other agencies in a timely way. Insufficient action is taken to support staff if they raise concerns about a child. This places children at further risk. Staff's suitability is not assured. The provider's recruitment procedures are not secure. For example, information is not recorded about identity checks and suitable references are not always obtained. The provider fails to report concerns around staff's ongoing suitability as required. The manager and deputy manager fail to provide sufficient support to ensure staff have sufficient training and use their qualifications to tailor activities to meet children's individual needs. The provider and manager fail to monitor and evaluate the provision effectively. They demonstrate a poor capacity to make the required improvements and practice has declined.

Quality of teaching, learning and assessment is inadequate

Staff do not gather enough information about children's needs, interests and prior learning when they first start. Assessments are inaccurate and targets for learning fail to reflect the areas where children need the most support to catch up. Staff do not build on what children know and can do. They frequently interrupt children's concentration and creativity during craft activities, for example telling them to wash their hands after a very short time at the activity and telling them that their turn is over. Children with special educational needs do not receive targeted support as staff fail to implement support plans. Staff working with younger age groups fail to model the use of vocabulary to support children's language and communication development. Parents and others involved in children's care do not get an accurate summary of children's progress.

Personal development, behaviour and welfare are inadequate

Children's safety is compromised. Staff have not been subject to thorough checks to determine their suitability. The role of the key person is ineffective as staff fail to act on signs that children may be at risk of harm. They do not foster children's self-esteem and some staff make inappropriate comments about children's appearance. Staff fail to gather important information, such as the languages children speak at home or how to meet their individual needs to help them settle. Children struggle to follow routines and are often made to sit for long periods of time while staff attend to routine tasks. Children show they are bored and do not sustain adequate levels of concentration.

Outcomes for children are inadequate

Children do not make adequate progress from their starting points, particularly those who require extra support in their communication and language development or who have identified special educational needs. Children are distracted easily and find it hard to make choices in their play. They do not acquire the skills they need for their future learning and are poorly prepared for school.

Setting details

Unique reference number	EY260405
Local authority	Reading
Inspection number	1061708
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 8
Total number of places	57
Number of children on roll	81
Name of registered person	Kingsclere Nurseries Limited
Registered person unique reference number	RP900875
Date of previous inspection	13 May 2013
Telephone number	01189 590364

Bees Knees Day Nursery registered in 2010. It is one of a number of nurseries owned by the Complete Childcare Ltd organisation. It is situated in West Reading, Berkshire and is open five days a week from 7am to 7pm, all year round. The nursery is in receipt of funding for the provision of free early education for children aged two, three and four years. There are 17 members of staff working with the children and, of these, 10 have early years qualifications.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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