

Busy Bees Day Nursery at Ipswich Rushmere



1 St Andrews Walk, Rushmere St Andrews, Ipswich, Suffolk, IP4 5RE

Inspection date 30 January 2017
Previous inspection date 13 August 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 management team does not ensure that all staff have a secure understanding of safeguarding issues and can implement safeguarding procedures. This compromises children's welfare.
- At times throughout the day, the deployment of staff is not arranged effectively to meet the needs of all children and ensure their safety.
- The quality of teaching is variable. Staff do not consistently demonstrate that they have the appropriate skills and knowledge required to offer quality learning and development experiences for all children.
- The key-person system is not consistently effective across the nursery to ensure that every child's individual needs are fully met.
- Staff do not give adequate consideration to children's individual needs, interests and stage of development to effectively support their progress across all areas of learning and development.
- On the day of inspection, the nursery was not consistently meeting the minimum staff ratio requirements. This compromises children's safety.
- The monitoring of systems across the nursery is not sufficiently robust to identify key areas for improvement.

It has the following strengths

- Children benefit from a stimulating outdoor area. This means that they have daily access to fresh air and exercise, promoting their understanding of healthy lifestyle and supporting their physical development.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ ensure all staff have a secure knowledge of issues in safeguarding and the safeguarding policy, including how to report safeguarding concerns relating to other members of staff 	13/02/2017
<ul style="list-style-type: none"> ■ ensure staffing arrangements throughout the nursery are adequate to meet children's needs and promote their safety at all times 	13/02/2017
<ul style="list-style-type: none"> ■ provide effective support to all staff to ensure that they are sufficiently skilled and knowledgeable and that they have a clear understanding of their roles and responsibilities to consistently enable them to deliver good outcomes for all children 	27/02/2017
<ul style="list-style-type: none"> ■ improve the key-person system to ensure that every child's care, in particular those who have special educational needs and disabilities, is tailored to meet their individual needs 	27/02/2017
<ul style="list-style-type: none"> ■ make good use of information gained from observations and assessments to plan a challenging and enjoyable experience for each child, in particular those who have special educational needs and disabilities, across all of the areas of learning and development 	27/02/2017
<ul style="list-style-type: none"> ■ ensure that the staff ratio requirements are maintained at all times throughout the day. 	13/02/2017

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

- improve the monitoring of all aspects of practice across the nursery to promote improved outcomes for all children.

Inspection activities

- This inspection was carried out as a result of a risk assessment, following information Ofsted received about this provider.
- The inspectors spoke with staff and children during the inspection.
- The inspectors held a meeting with the nursery manager. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspectors completed joint observations with the nursery manager and assistant manager.
- The inspectors spoke to a number of parents during the inspection and took account of their views.
- The inspectors observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.

Inspector

Jemma Hudson and Kate Hipperson

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staffing arrangements do not consistently meet the needs of all children to ensure their safety at all times throughout the day. Staff complete safeguarding training. However, the management team has failed to ensure that all staff, particularly part time or temporary staff, fully understand the procedures to follow if they have concerns that a child may be at risk of harm. The management team does not check that staff are confident to report any concerns in relation to safeguarding about colleagues. Policies are regularly updated. Staff demonstrate a suitable understanding of the equal opportunities policy. The policy for administering medication is effective. The manager understands her responsibility to keep accurate records of children attending the nursery. Parents mostly comment that their children are happy in the nursery while some state that they have noticed that staff are not consistently in the same room. This affects children's continuity of care.

Quality of teaching, learning and assessment is inadequate

Teaching practice in the pre-school room is weak. Staff follow a rigid routine which does not consider the needs of children, particularly those who have special educational needs and disabilities or those who prefer to learn through sustained play. Some teaching in the rooms for younger children is good. In these rooms staff are mostly engaged in the children's play and children enjoy their interactions with the staff. Staff routinely make observations of children's progress. However, they do not use these observations effectively to plan and provide relevant experiences to consistently support the individual learning and development needs of all children. This means that children are not effectively supported and challenged to make sufficient progress in their learning. Consequently, the educational programmes for the children are ineffective and do not meet the individual needs of children attending the nursery. Therefore, not all children are acquiring the skills necessary for the next stage in their learning.

Personal development, behaviour and welfare are inadequate

Staff are not deployed effectively to meet children's individual needs. Staff move between rooms, particularly at the beginning of the day when children arrive and often need the emotional security of being greeted by their key person. A key-person system is in place. However, staff do not consistently demonstrate a sound knowledge of their key children and there are no systems in place to support a child if their key person is absent. This means that staff are unable to plan activities or experiences to effectively promote children's learning and meet their needs. Staff are kind and caring and act as effective role models. Behaviour is generally good although at times, staff do not effectively support children's personal, social and emotional development. For example, occasionally, they are too busily engaged in care routines to be available to support older children to learn how to keep themselves safe. Children are provided with healthy food throughout the day by the nursery chef. They are encouraged to drink regularly and they have access to drinking water at all times throughout the day. This contributes towards children's learning about healthy lifestyles.

Outcomes for children are inadequate

Some children are working at levels typical for their age. However, staff do not make consistently good enough use of observation and assessment to have a clear understanding of the progress made by different groups of children. This means that children who may need additional help are not identified or supported to make progress.

Setting details

Unique reference number	EY285918
Local authority	Suffolk
Inspection number	1083224
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 5
Total number of places	112
Number of children on roll	96
Name of registered person	Just Learning Ltd
Registered person unique reference number	RP900810
Date of previous inspection	13 August 2013
Telephone number	01473 725610

Busy Bees Day Nursery at Ipswich Rushmere was registered in 2004. The nursery employs 23 members of childcare staff. Of these, four hold an appropriate early years qualification at level 6, one at level 5, one at level 4, nine at level 3 and three at level 2. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports children who have special educational needs and disabilities.

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