

Busy Bees Montessori Nursery

Busy Bee Nursery, 77 Park Road, RUSHDEN, Northamptonshire, NN10 0LH



Inspection date	24 January 2017
Previous inspection date	3 April 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Outstanding	1
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Children are not kept safe at the nursery. The action taken following risk assessments is not always sufficient to protect children from risk of harm.
- Not all staff make good use of assessments to track children's progress and consistently identify precise next steps in learning. Therefore, some staff are not able to support children effectively to make good progress.
- Staff do not always offer sufficient support to children who find it harder to take part in group activities. Children do not have consistent opportunities to learn to play and work together.

It has the following strengths

- Children who speak English as an additional language make good progress. Staff find simple ways to increase their understanding and children quickly begin to use talking to express themselves and during their play.
- Staff are kind and care for the children. The key-person arrangements are effective in helping children to settle. Children know each other and build friendships in their groups.
- Staff work effectively with parents to obtain initial information about children's needs. They observe children's home routines as much as possible so that children feel comfortable at the nursery.

What the setting needs to do to improve further

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

	Due Date
■ ensure that suitable action is immediately taken to reduce identified risks to children and this is consistently in place to help keep children safe	28/02/2017
■ improve the accuracy of the assessments of children's development to identify their precise next steps in learning and support them to make good progress.	06/03/2017

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

- provide all children with consistent opportunities to actively participate in planned group activities to support their progress.

Inspection activities

- This inspection was prioritised following a risk assessment process.
- The inspectors observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspectors spoke with staff and children during the inspection.
- The inspectors completed a joint observation with the manager.
- The inspectors held a meeting with the manager and provider. They looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspectors spoke to a number of parents during the inspection and took account of their views.

Inspector

Hayley Marshall-Gowen and Kelly Eyre

Inspection findings

Effectiveness of the leadership and management is inadequate

Arrangements for safeguarding children are not effective. Children are at risk of burning themselves on hot radiator pipes. While the nursery is in the process of having these pipes boxed in, interim measures put in place to prevent children accessing the pipes are not good enough. For example, in the role play area in the pre-school room where children play freely, inspectors found a section of pipe to be very hot and accessible to children. Therefore, the manager has not taken prompt and effective action to minimise this risk. There are suitable inductions for new staff. Ongoing supervision helps to identify staff's training needs and the manager supports them in accessing training to develop their practice. Regular training opportunities and discussions at staff meetings help to keep staff knowledge of child protection procedures up to date. The manager and senior leadership of the nursery carry out self-evaluation. However, the significant lapse in dealing with risks to children and the inconsistencies in assessing children's progress have led to a sharp decline in the quality of provision for children. The staff use different ways to share information with parents. They are beginning to use new computerised records which support parents to exchange information about children's learning more readily.

Quality of teaching, learning and assessment requires improvement

Some activities are engaging for children. Across the whole nursery children are encouraged to explore literacy through making marks and practising their early attempts at writing. There are opportunities for this in role play areas, when playing with toy cars and using paints to trace their fingers over shapes. Staff are migrating to new ways of tracking children's progress. Currently, some of the assessments staff use to review children's progress are contradictory. This means some staff are unable to use them effectively to identify children's precise next steps and ways to support their learning. This leads to variations in the quality of teaching. Despite this, some activities are enjoyable and interest children. Babies enjoy rolling balls and looking at mirrors. Toddlers play on slides and enjoy exploring paint with their hands. Groups of children explore sensory activities and resources with the Montessori teacher. This helps them to develop their physical skills through doing up buckles, laces and zips. Older children learn French as part of their weekly routine. During the joint observation, staff did not actively encourage all children to join in with group activities, meaning that they miss out on the fun and interaction children have when learning together.

Personal development, behaviour and welfare are inadequate

The failure of staff to consistently apply measures to help to keep children safe has a negative impact on their well-being. Staff deal with children's behaviour suitably. They give them guidance and support, such as distracting them when they find it difficult to control their emotions. Children have regular opportunities to play outdoors. They enjoy riding bikes and climbing. The youngest children at the nursery are encouraged to be physically active and have regular fresh air when they go outside with staff. Children eat nutritious meals and snacks. The staff talk to children about healthy foods as they eat and remind them about good hygiene practices. Staff in the baby room meet the needs of young children well.

Outcomes for children require improvement

All children do not make good progress in their learning. They are supported to gain some skills in readiness for starting school. Children are confident to write their names and use tools with increasing skill. However, not all children experience consistently high levels of challenge to motivate them, as assessments to support their learning are not accurate.

Setting details

Unique reference number	EY240142
Local authority	Northamptonshire
Inspection number	1082625
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 - 4
Total number of places	96
Number of children on roll	148
Name of registered person	Magic Nurseries Limited
Registered person unique reference number	RP905579
Date of previous inspection	3 April 2013
Telephone number	01933410544

Busy Bees Montessori Nursery was registered in 2002 and is managed by Magic Nurseries Limited. The nursery employs 17 members of childcare staff. Of these, 12 hold appropriate early years qualifications at level 2 and above, including one with early years professional status. The nursery opens from Monday to Friday all year round. Sessions are from 7am until 7pm. The nursery provides funded early education for two-, three- and four-year-old children.

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