

Busy Bees Day Nursery at Farnborough IQ

Building Q170, O'Gorman Avenue, Farnborough, Hampshire, GU14 7DL



Inspection date	9 March 2017
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The management team fails to identify all weaknesses in safeguarding practices. It does not ensure that staff are deployed effectively to supervise children adequately, or that they complete effective checks of the environment to minimise risks to children's safety. These weaknesses compromise children's welfare and are breaches of the Early Years and Childcare Register requirements.
- The management team does not monitor staff practice to ensure that they implement all nursery policies and procedures effectively.
- Staff miss opportunities to support children to develop a secure knowledge of numbers and counting.
- The management team does not reflect on the quality of the provision effectively enough to ensure that all areas for improvement are identified to benefit children.

It has the following strengths

- Staff provide a wide range of interesting activities that challenge children well. All children make good progress from their starting points, including children who have special educational needs and those learning English as an additional language.
- Staff support children's physical development well. For example, children have daily opportunities for exercise and they take part in musical movement and outdoor play.

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
<ul style="list-style-type: none"> ■ ensure staff are deployed effectively to supervise children well and meet their needs at all times, and make sure that children are in sight or hearing of staff to ensure their safety 	22/03/2017
<ul style="list-style-type: none"> ■ ensure staff use risk assessment effectively to identify potential safety hazards, and take prompt action to remove or minimise any risks to safeguard children's well-being 	22/03/2017
<ul style="list-style-type: none"> ■ monitor staff practice to ensure all nursery policies and procedures are followed, with particular regard to ensuring parents are notified of all accidents and that all environment checks have been completed effectively. 	22/03/2017

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

- increase opportunities for children to develop a greater awareness of numbers and counting
- implement robust systems for self-evaluation in order to identify priority areas for improvement and to provide positive outcomes for children.

Inspection activities

- The inspector had a tour of the nursery, inside and outdoors.
- The inspector observed children and staff during play and completed a joint observation with one of the management team.
- The inspector spoke with parents, staff and children to gain their views.
- The inspector examined a sample of policies, documents and children's records.
- The inspector discussed the nursery's self-evaluation process with the management team.

Inspector

Alison Southard

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are ineffective. The management team does not reflect on the quality of the provision adequately. Children's safety and well-being are put at risk. For example, the management team ensures that staff remain in ratio but does not monitor staff practice effectively to ensure staff are deployed well to supervise children adequately. The management team does not check that staff complete thorough checks of the environment to ensure children's safety. During the inspection, an incident occurred that compromised the welfare of a child. Swift action was taken by the management team to make the outdoor area safe after the incident. The management team supports staff with their ongoing professional development to benefit children. For example, it provides regular coaching and identifies training to enhance their knowledge and skills. However, the management team does not monitor staff practice adequately to ensure that all policies and procedures are followed. For example, staff fail to get parents to sign records in accordance with the nursery's accident policy to show that they have been notified of any accidents. However, policies in relation to the use of mobile phones and administering medication are implemented effectively. Staff are able to discuss the procedures to follow for child protection concerns. The management team ensures that rigorous recruitment and induction processes are in place to check staff suitability. It shares information with other settings children attend to provide a consistent approach to children's care and learning.

Quality of teaching, learning and assessment is good

Staff complete meaningful observations and accurate assessments of children's learning. They plan for any gaps in children's learning quickly. Staff hold regular meetings with parents and share information about children's progress to involve them in their child's learning and to provide a consistent approach. Babies and older children develop an awareness of early technology. They explore a variety of resources, including remote-controlled cars, pop-up electronic toys, torches and computers. Staff support children's communication skills well. For example, they repeat words for children learning English as an additional language and for younger children to hear, and use skilful questions to help older children think. Staff miss some opportunities to introduce numbers and counting into children's play. Children develop their creativity through a range of activities. For example, they enjoy music, craft and imaginative play.

Personal development, behaviour and welfare are inadequate

Children's welfare is compromised. Staff are not vigilant in ensuring the environment is suitable, safe and secure. For example, staff did not ensure that deep rain water that had collected in certain areas of the garden was removed before young children were allowed out to play. This put young children at significant risk of harm. Nonetheless, staff support children to learn about keeping themselves safe. For example, staff and children regularly practise evacuation drills. Children develop suitable hygiene practices and enjoy healthy meals. Staff support children to learn about the wider world. For instance, they teach children about different festivals and discuss the different habitats where animals live. Children learn to respect one another and behave well.

Outcomes for children are good

All children make good progress from their starting points. Children gain confidence in their abilities and are inquisitive. They are confident to explore and make independent choices in their play. Children of all ages develop a good awareness of literacy. For example, younger children enjoy looking at books and older children learn letter sounds. Children gain the skills they need for the next stages in their learning and for school.

Setting details

Unique reference number	EY486987
Local authority	Hampshire
Inspection number	1086144
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	96
Number of children on roll	28
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	Not applicable
Telephone number	01543 678530

Busy Bees Day Nursery At Farnborough IQ registered in 2015. The nursery is situated in the grounds of Farnborough Business Park, Surrey. The nursery is one of 237 children's nurseries nationwide owned by Busy Bees Nurseries Ltd. The nursery is in receipt of free early education funding for children aged two, three and four years. The nursery opens from 8am to 6pm on Monday to Friday, all year round. There are 28 employed staff; one of whom holds a level 4 qualification, 17 hold a level 3 qualification and two have a level 2 qualification.

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