

Buzybees Childcare Limited



Scouts Building, 29 Churchfield Close, Harrow, Middlesex, HA2 6BD

Inspection date	6 July 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		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 compromises children's safety. She does not ensure that all adults working with children have completed required suitability checks, including obtaining a new enhanced Disclosure and Barring Service check.
- Some staff do not have a clear understanding of all safeguarding issues. They do not have a secure knowledge of how to protect children's welfare, particularly the 'Prevent' duty guidance. They do not record hours of attendance for children promptly and accurately to fully maintain their safety.
- The key-person system is weak. Not all parents know their child's key person, and some children do not have a consistent key person to meet all their needs.
- The manager does not act promptly enough to provide all staff with opportunities to improve their knowledge in the requirements of the early years foundation stage.
- Children do not make adequate progress. Not all staff understand how to use observations to identify each child's next stage of development accurately. They do not monitor children's progress well, do not plan a balanced range of activities or interact with children purposefully to engage them in learning.
- Self-evaluation is poor. The provider does not reflect on the quality of the provision to identify and address all the weaknesses to improve practice and children's outcomes.

It has the following strengths

- Children benefit from freshly prepared, nutritious food as part of a healthy lifestyle.

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 that every person working directly with children has their suitability checked, including obtaining an enhanced Disclosure and Barring Service check, if the person is not subscribed to the update service 	13/07/2017
<ul style="list-style-type: none"> ■ improve staff's knowledge and understanding of the 'Prevent' duty guidance to help them recognise the signs that a child may be at risk of harm and to protect their welfare 	13/07/2017
<ul style="list-style-type: none"> ■ keep and maintain an accurate daily record of the names of the children looked after on the premises and their hours of attendance 	13/07/2017
<ul style="list-style-type: none"> ■ ensure each child has a key person to meet their needs and is known to the child's parents or carers to promote a consistent approach to children's care and learning 	13/07/2017
<ul style="list-style-type: none"> ■ ensure all staff receive coaching, to refresh and improve their knowledge of all aspects of the early years foundation stage, to implement successful teaching and behaviour management strategies to meet each child's emotional and learning needs 	06/08/2017
<ul style="list-style-type: none"> ■ ensure that all staff use observations effectively to identify what children need to learn next and to plan for each child's progress 	06/08/2017
<ul style="list-style-type: none"> ■ improve the quality of assessment, including children's starting points, to monitor their progress accurately 	06/08/2017
<ul style="list-style-type: none"> ■ ensure staff provide a good balance of adult-led activities and those that children can choose themselves, to motivate them to learn. 	06/08/2017

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

- give children sufficient time to complete their chosen activities before moving on to the next activity or daily routine
- use self-evaluation effectively to identify breaches in requirements and weaknesses in practice, to improve outcomes for all children.

Inspection activities

- The inspector spoke with the provider, the manager, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, safety checks and safeguarding.
- The inspector observed activities and daily routines, indoors and outside.
- The inspector carried out a joint observation with the manager.

Inspector

Nataliia Moroz

Inspection findings

Effectiveness of the leadership and management is inadequate

The management team does not reflect adequately on the quality of provision. Safeguarding is ineffective. The provider has failed to ensure that every person working directly with children has their suitability checked, including obtaining a new enhanced Disclosure and Barring Service check. Moreover, not all staff know their responsibilities to safeguard children. They do not know how to recognise signs that a child may be at risk of extreme views. Staff do not maintain the daily record of children's attendance accurately to keep children safe in case of emergency. The manager has provided some opportunities for staff to improve their skills and knowledge in various areas of the early years foundation stage. However, she does not ensure existing staff develop their teaching skills or new staff have a thorough induction that covers successful teaching and behaviour management strategies. She has failed to monitor the provision, her staff and children's progress effectively or share information with all parents to support all children's care and learning.

Quality of teaching, learning and assessment is inadequate

Staff do not assess and monitor children's progress adequately. Some staff do not use observations effectively to plan their key children's next steps. They do not identify children's starting points and ongoing progress accurately in all areas of learning. However, staff provide some learning experiences that children engage with and develop some skills. For example, they sing songs, listen and discuss stories with staff, which helps to develop their communication and language skills. However, for the majority of the day, staff provide activities with very little flexibility with which they expect children to join in. For example, staff expect children to sit in a specific position to build blocks in a certain way and children do not want to do this. In addition, children do not have enough time to finish their chosen activities and staff ask them to move to the next routine or planned activity.

Personal development, behaviour and welfare are inadequate

Staff do not support children's welfare. The management does not ensure that the key-person system is effective. For example, some children do not have a consistent key person known to them or their parents. Staff do not provide all children with support for their care and learning. They supervise children and act appropriately if any accidents occur. Although, most children behave according to expectations typical for their age, some staff do not know how to help children manage their feelings and emotions. For example, when children become upset, some staff do not know how to reassure them and engage them in play. Children gain some understanding of the diversity between themselves and learn to respect each other.

Outcomes for children are inadequate

Children do not make adequate progress. Children often become bored in the planned activities that adults lead. Children's key persons do not know them well enough to challenge their next steps and future learning. Children develop some basic skills required for going to school. For example, some older children practise writing their names to label

their decorated flower pots. Children learn to be independent. For example, they help set up lunch tables and put away their plates after meals.

Setting details

Unique reference number	EY485805
Local authority	Harrow
Inspection number	1011752
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	1 - 4
Total number of places	55
Number of children on roll	34
Name of registered person	Buzy Bees Childcare Limited
Registered person unique reference number	RP533732
Date of previous inspection	Not applicable
Telephone number	07828719896

Buzybees Childcare Limited registered in April 2015. The nursery operates from two rooms within a single-storey building in North Harrow, in the London Borough of Harrow. It is open each weekday from 7.30am to 6pm, throughout the year. The nursery receives funding to provide free early education for children aged two, three and four years. The provider employs 13 members of staff, eight of whom hold relevant childcare qualification at level 2 or above.

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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2017

