

# Busy Bees Day Nursery at St Albans Glenalmond

14 King Harry Lane, St. Albans, Hertfordshire, AL3 4AP



## Inspection date

22 August 2017

Previous inspection date

15 November 2016

	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
<b>The quality and standards of the early years provision</b>			
	Previous inspection:	Requires Improvement	3
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

## Summary of key findings for parents

### This provision is good

- The new manager and leadership team reflect accurately on the service provided to identify further areas for improvement. They seek the views of children, parents and staff and act on these. For example, they have helped staff to further improve methods to communicate with parents, to make information sharing more effective.
- Staff have an in-depth knowledge of children's individual needs. Overall, they plan purposeful, exciting activities and experiences for children, especially indoors. This helps them to progress well in their learning and development.
- Children behave well. Staff provide children with clear boundaries so they know what is expected of them. They praise children for their achievements, helping to raise their self-esteem.
- There are effective links with schools. Staff share information about children's progress and encourage teachers to visit the children in the nursery. This helps children to develop confidence in the next stage of their learning and be familiar with their new school.

### It is not yet outstanding because:

- On occasions, some staff do not plan outdoor activities well enough to make sure all children who want to be involved can take part.
- Staff do not always make the best use of the resources they have available to help children extend their curiosities and explore the natural world as much as possible.

## What the setting needs to do to improve further

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

- give more consideration to the organisation of activities, so that all children who express an interest are able to take part
- make better use of the resources available to support children's sense of curiosity and exploration of the natural world.

### Inspection activities

- The inspector observed activities in the indoor play areas and the outdoor learning environment and spoke to children and staff throughout the inspection when appropriate.
- The inspector conducted a joint observation with the manager.
- The inspector held a meeting with the manager and regional director of the nursery.
- The inspector checked evidence of suitability and qualifications of staff working within the nursery, self-evaluation and a range of other documentation.
- The inspector looked at children's assessment and planning documentation, the nursery's risk assessment and safety records.

### Inspector

Anahita Aderianwalla

## Inspection findings

### Effectiveness of the leadership and management is good

Safeguarding is effective. Staff have a secure knowledge of current safeguarding issues. They understand the signs that may indicate a child is at risk and who to contact if they have a concern about a child in their care. Recruitment procedures are robust and help to ensure the suitability of staff. The managers carry out detailed induction procedures, followed by comprehensive staff supervisory sessions and appraisals. These help the managers to identify any training needs and support for staff. The educational programmes are monitored effectively. From their monitoring and tracking of children's development the managers identified a need to improve the programme for mathematics and acted swiftly to do so. Partnerships with parents and other providers are strong. For example, staff update parents on their children's progress regularly and share ideas to support their continued learning at home.

### Quality of teaching, learning and assessment is good

Staff understand that children learn through play. They interact in positive ways which motivate the children to learn. Staff provide age-appropriate support to help children progress well with their communication and language skills. They help babies to develop their vocabulary and encourage older children to be expressive; for example, as they describe materials as 'fluffy' and 'hard'. Staff plan a range of activities that helps children progress well with their physical development. Babies and children explore soft-play equipment, practise their balancing and jumping skills and concentrate well on tasks, such as filling and pouring with sand and water.

### Personal development, behaviour and welfare are good

All staff have good relationships with children. They greet children and their parents warmly when they arrive. Key persons know the children in their group well. This helps them to meet children's care needs and recognise when they require additional support, such as cuddles, reassurance or guidance. Children are confident, happy and settle quickly, as they move around the nursery freely choosing their own play. Staff are good role models and help children to be kind, sociable and thoughtful. Children behave well, they share, take turns and are beginning to respect other children's views and opinions. Staff promote children's safety well. For example, the pre-school children, listen well and have a clear understanding of how to line up and walk sensibly as they go on a nature walk.

### Outcomes for children are good

Children develop a good range of skills that prepares them well for their future learning. They persevere and are confident in their abilities. They develop good literacy skills. Babies use large pens to make marks, while older children confidently learn to write their names. Children are independent and develop skills to help them care for their own needs.

## Setting details

<b>Unique reference number</b>	123548
<b>Local authority</b>	Hertfordshire
<b>Inspection number</b>	1078804
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Age range of children</b>	0 - 3
<b>Total number of places</b>	120
<b>Number of children on roll</b>	70
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Date of previous inspection</b>	15 November 2016
<b>Telephone number</b>	01727 854499

Busy Bees Day Nursery at St Albans Glenalmond was registered in 1998. The nursery employs 18 members of childcare staff. Of these, 12 hold appropriate early years qualifications at level 2 or above. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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