

Busy Bees at West Byfleet

West Hall, Parvis Road, West Byfleet, Surrey, KT14 6EY



Inspection date	31 October 2017
Previous inspection date	21 October 2014

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 provider does not ensure that adult-to-child ratios are met at all times. This has a negative impact on the quality of care and children's individual needs are not met.
- The provider does not support managers effectively to ensure they understand their roles and responsibilities. Systems are not in place to supervise staff practice or help them develop their knowledge and skills. The quality of teaching is weak.
- Staffing arrangements are poor and the key person system is not implemented effectively. Continuity in children's care and learning is compromised because of frequent changes in their key persons' deployment.
- Staff do not support children who have special educational needs and/or disabilities effectively to help them make the best possible progress in their learning.
- Partnership working with parents, other early years providers and outside agencies is weak. Staff do not do enough to ensure information is shared about children's care and learning, particularly for children who have special educational needs and/or disabilities.
- Staff do not observe, assess and monitor children's progress effectively. Staff do not provide children with challenging experiences so they make good progress in their learning.

It has the following strengths

- Staff working in the pre-school group provide a varied range of activities that motivates children in their play. They interact with children in a positive way.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ ensure that required adult-to-child ratios are met at all times	30/11/2017
■ improve arrangements for the deployment of staff to ensure that children are provided with continuity in their care and learning	30/11/2017
■ implement an effective key person system to ensure that all children receive care which is tailored to their individual needs	30/11/2017
■ ensure arrangements are in place to support children who have special educational needs and/or disabilities so that they make the best possible progress in their learning	30/11/2017
■ ensure a regular two-way flow of information with parents and/or carers, other agencies and between providers if a child attends another setting.	30/11/2017

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

	Due Date
■ improve the use of observations and assessments to track children's progress and plan activities that provide them with challenge so they make the best possible progress.	30/11/2017

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The inspector observed indoor and outdoor activities and completed a joint observation with the nursery manager.
- The inspector talked with staff, children and the manager.
- The inspector sampled documentation, including the nursery's self-evaluation.
- The inspector took account of the views of parents spoken to on the day of the inspection.

Inspector

Catherine Greenwood

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider does not address weaknesses in practice to ensure outcomes for children are good. Breaches of the welfare requirements have not been identified. Adult-to-child ratios are not met at all times and this has a negative effect on children's care and well-being. Staff are not deployed effectively, which means children do not benefit from spending time with a consistent key person who ensures their individual needs are met. The provider is in the process of appointing a new manager. However, the acting manager is not given support to ensure she can fulfil the requirements of her role. In addition, the system for checking staff practice is poor. Although staff have attended some training, weaknesses in practice are not identified. Staff are not coached and supported effectively to continually improve their teaching practice to raise the quality of teaching and learning to a good standard. Safeguarding is effective. Staff understand and follow safeguarding policies and procedures effectively. Robust recruitment procedures ensure staff are suitable to work with children.

Quality of teaching, learning and assessment is inadequate

Some children do not make good progress in relation to their developmental starting points. Teaching practice is weak, except in the pre-school group where children make better progress overall. Most staff do not have a good enough understanding of how to observe and accurately assess children's progress or plan activities that are tailored to match their individual learning needs. For example, some staff are not clear about what children need to learn next. Staff interactions with children are weak. They do not help children think for themselves, challenge them or extend their learning. Staff do not work effectively in partnership with parents, other agencies and early years providers. They do not find out or share information to ensure a joint approach to children's learning. Children, particularly those who have special educational needs and/or disabilities, are not given the support they need to make the best possible progress in their learning.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management mean children's individual needs are not met. The key-person system is not implemented effectively and staff are regularly moved to work in rooms that do not include their key children. Frequent staff changes and re-deployment have a significant detrimental impact on the continuity of children's care and learning. For example, some babies who are just starting to settle into the nursery become very distressed when their key person is not available to support them. Staff carry out appropriate risk assessments on the premises and for outings. They supervise children appropriately to help keep them safe. Children play energetically outdoors, which supports their good health. They are well behaved and work well together. Staff encourage children to do things for themselves. They speak to children politely and respectfully.

Outcomes for children are inadequate

Weaknesses in teaching mean that some children, including those who have special educational needs and/or disabilities, do not make sufficient progress in their learning and development. They do not develop the skills they need for starting school, particularly in

their language skills and social development. Nevertheless, children in the pre-school group listen attentively and concentrate well, for example, during cooking activities.

Setting details

Unique reference number	EY460544
Local authority	Surrey
Inspection number	1116400
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	72
Number of children on roll	90
Name of registered person	Positive Steps Childrens Day Nursery Limited
Registered person unique reference number	RP911260
Date of previous inspection	21 October 2014
Telephone number	01932 347061

Busy Bees at West Byfleet registered in 2013. It is one of seven nurseries run by Positive Steps Children's Day Nursery Limited. The nursery is located in West Byfleet, Surrey. It is open each weekday from 7.30am to 6.15pm for 51 weeks of the year. The nursery receives funding to provide free early education for children aged two, three and four years. The nursery employs 22 staff, of whom 11 hold relevant childcare qualifications at level 2 or level 3.

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