

Busy Bees Day Nursery at Nottingham, Wollaton

Bramcote Lane, Wollaton, Nottingham, NG8 2NG



Inspection date

6 November 2017

Previous inspection date

24 April 2013

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		Good	2
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- Leaders and managers do not follow the nursery's safeguarding procedure consistently. This has a negative impact on the safety and welfare of the children that attend the nursery.
- Leaders and managers do not act appropriately when concerns relating to child protection are shared with them.
- Staff have not been fully informed by the management team about what may disqualify a person from working with children.
- Managers do not always gain information about staff members' previous employment before they begin working at the nursery.

It has the following strengths

- Staff develop positive relationships with parents and have a good knowledge of the children they care for.
- Children are encouraged to be independent and are well prepared for the next stage in their learning.
- Staff understand how young children learn and provide a variety of opportunities for children to develop key skills.

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 leaders recognise the difference between a complaint and an allegation made against staff and take appropriate action in response 	21/11/2017
<ul style="list-style-type: none"> ■ ensure appropriate safer recruitment procedures are followed in relation to the gaining of references for any new employee 	21/11/2017
<ul style="list-style-type: none"> ■ ensure that all staff have a working knowledge of the wider safeguarding agenda, in particular disqualification legislation and its impact on them. 	21/11/2017

Inspection activities

- The inspectors observed activities in the four nursery rooms and in the outdoor play area.
- The inspectors spoke to members of staff and children at appropriate times during the inspection and held a meeting with the nursery manager and the childcare curriculum advisor.
- One inspector carried out a joint observation with the manager.
- The inspectors took account of the views of parents spoken to on the day of the inspection.
- The inspectors looked at children's records, planning documentation, evidence of the suitability of staff working in the nursery and a range of other documentation including policies and procedures.

Inspector

Christy Dave and Jude Sanders

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Leaders and managers have failed to respond appropriately to a child protection concern raised with them. This is a significant breach of statutory requirements. The management team at the nursery did not notify the relevant child protection agencies and Ofsted of information which must be shared with them. Managers have not been able to make fully informed decisions about the suitability of staff to work at the nursery as safer recruitment procedures have not been consistently applied. Staff are highly qualified and regularly meet with members of the management team to discuss their professional development, children's progress and any areas of concern to them. Managers evaluate the strengths and weaknesses of teaching at the nursery and are keen to gain the views of parents, staff and children to contribute to this. The management team monitors the progress of all children carefully and implements effective initiatives to support the nursery's continuous improvement.

Quality of teaching, learning and assessment is good

Staff at the nursery support children's development through accurate assessment and the planning of exciting activities. The nursery environment is highly engaging and stimulates children's interests in all areas of learning. Staff are confident to promote children's mathematical skills and set high expectations for what children can achieve. For example, during meal time routines children were asked to consider how many items of cutlery would be needed and how this number would change if more children joined the table. Staff regularly share their assessments of children with parents and value the contribution that parents make towards these.

Personal development, behaviour and welfare require improvement

The breaches of requirements identified at the time of the inspection mean that children's safety and well-being at the nursery is compromised. Observations made on the day of the inspection evidence that children are, however, well cared for by staff. Children are supported to gain independence and are given responsibilities to assist with this. For example, the nursery operates a 'buddy system' to help new children to feel settled as they are introduced to a kind friend to welcome them each day. Children are encouraged to manage their own self-care and are confident to express their individual views and opinions. Children behave well and react positively to the praise they receive from staff for taking turns and sharing with their friends.

Outcomes for children are good

Children make good progress at the nursery. Staff identify any gaps in learning for groups of children and take prompt and effective action to address these. For example, managers have implemented new training for staff to support children's social and emotional development. As a result, outcomes for children have further improved and gaps between outcomes for boys and girls in this area have closed. Staff carefully consider the arrangements in place as children move to the next stage in their learning.

Setting details

Unique reference number	EY218040
Local authority	Nottingham City
Inspection number	1079715
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 6
Total number of places	108
Number of children on roll	120
Name of registered person	Busy Bees Day Nurseries (Trading) Limited
Registered person unique reference number	RP900805
Date of previous inspection	24 April 2013
Telephone number	0115 9280508

The Busy Bees Day Nursery was registered in 2002. It operates from four rooms in a converted and extended former school building in the Wollaton area of Nottingham. It is one of a chain of nurseries owned by the Busy Bees Group. The nursery employs 30 members of childcare staff. Of these, 22 hold appropriate early years qualification at level 3 and above. The manager also has a BA (Hons) Degree in Early Childhood Studies. The nursery opens Monday to Friday all year round except for bank holidays. Sessions are from 7am until 7pm. The nursery provides funded early education for three- and four-year-old children. It supports a number of children with special educational needs and/or disabilities.

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