

Busy Bees Day Nursery at Portsmouth



North Harbour Business Park, Compass Road, Portsmouth, Hampshire, PO6 4SR

Inspection date 5 February 2018
Previous inspection date 25 April 2013

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

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Leaders are not fully effective in providing staff with the support and coaching they need to improve their teaching. Staff do not sufficiently challenge children in their learning. Not all children make good enough progress in readiness for school.
- Key persons do not always use the information they gather from parents about children's health and development well enough to successfully support each child's individual health and learning needs, including their physical development.
- Leaders do not effectively monitor children's progress or robustly target areas where children are slow to develop key skills. Children do not catch up quickly enough.
- Some staff do not have a secure understanding of how to successfully assess children's learning, including the areas where children need the most support. Partnership working with parents and others to support children's learning is not effective.

It has the following strengths

- Dedicated leaders have a clear idea of the improvements that they need to make. They have a realistic timetable of additional training and mentoring for staff, and steadily support their team to gain consistency across the nursery.
- Children settle quickly and enjoy their time at nursery. Staff ensure the premises are secure and hazards to children are minimised. They help children learn about staying safe and keeping healthy. Staff develop children's independence well.
- Staff know what action to take if they have a concern about a child or the behaviour of another adult. Leaders ensure staff suitability through effective vetting procedures.

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"> ■ develop effective procedures for regular supervision to support all staff to extend their skills and to discuss any issues, particularly concerning children's development or well-being, including child protection concerns and delays in progress, so they deliver the best possible outcomes for children in all areas 	12/03/2018
<ul style="list-style-type: none"> ■ ensure that the key-person system is effective so that staff know their key children well, including any information relating to concerns about their health or development, and ensure that they use this information to tailor the support to meet children's individual needs 	12/03/2018
<ul style="list-style-type: none"> ■ monitor the educational programmes effectively to identify and target weaker aspects of children's learning, including areas where children may be slow to develop key skills so they are supported to catch up, specifically for mathematical awareness and support for communication, language and physical skills 	12/03/2018
<ul style="list-style-type: none"> ■ ensure staff use observation and assessment to accurately identify what children need to learn next, and keep parents and others regularly included in children's learning, especially if there is an additional need or a development delay. 	12/03/2018

Inspection activities

- The inspectors observed children's play indoors and outdoors.
- The inspectors looked at samples of children's assessment folders and discussed children's learning with staff and nursery leaders.
- The inspectors spoke with the staff, parents and children at appropriate times during the inspection. They held a meeting with the leadership team, including the regional manager, nursery manager, quality manager and designated safeguarding officer.
- The lead inspector conducted a joint observation of a focus activity in the toddler room with the manager.

Inspector

Melissa Cox/Tiffany Morris

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. Staff are able to discuss signs that could indicate children are at risk, including from extreme views. Leaders adequately work in partnership with other agencies to safeguard children and suitably maintain records of concerns. Monitoring of staff practice is not rigorous enough. For example, some staff incorrectly identify children's next steps in learning or fail to address delays in children's development. However, the impact of the training and support that some staff have received is evident in the younger age range, where teaching is successful and young children make better progress. Leaders continue to support staff, such as through assessment training, but it is too soon to see the benefits of this. Leaders make some checks on how well children progress over time, but have not acted sufficiently on the slower rates that some groups of children make. They have not fully addressed the recommendation set at the last inspection, although they are aware weaknesses in mathematics remain.

Quality of teaching, learning and assessment requires improvement

Staff do not sufficiently support toddlers' communication skills, and across the nursery teaching is not focused enough on promoting mathematics. The quality of teaching varies. Staff do not effectively challenge children in their learning or build successfully on what they already know and can do. However, children do enjoy the range of activities on offer, some of which support their learning well. For example, toddlers enjoy selecting picnic food from the shop in the pre-school room ready for their teddy bears picnic. Babies enjoy exploring new resources, such as sparkly balls, and younger children join in readily with rhyme times. Across the nursery, staff lead focus activities aimed at developing key skills, such as speaking. However, leaders do not effectively monitor the success of these to target gaps in learning, such as speaking skills.

Personal development, behaviour and welfare require improvement

Key persons do not always work effectively with parents to successfully support children's physical development and promote their good health sufficiently. They do not always respond consistently enough to support children's individual needs, such as when children indicate they are tired. However, staff encourage children who learn best outside to spend time in the garden, to build on their interests. For example, boys enjoy hunting for 'dinosaurs' and playing hide and seek with staff. Staff adequately help most children to share and take turns through sensitive intervention. However, staff are not always quick to intervene when older children have trouble managing their feelings. Staff implement robust procedures for the administration of medication and cater for children's additional dietary needs.

Outcomes for children require improvement

Children's progress in some areas of learning, such as mathematics and communication, is not good, due to weaknesses in teaching practice. However, children are emotionally secure and develop in confidence. Older children develop their writing skills as they make party invitations for their friends. Younger children persevere to fit pieces in a jigsaw.

Setting details

Unique reference number	EY289898
Local authority	Portsmouth
Inspection number	1061816
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	126
Number of children on roll	90
Name of registered person	Busy Bees Day Nurseries Limited
Registered person unique reference number	RP900809
Date of previous inspection	25 April 2013
Telephone number	0239 2383030

Busy Bees Day Nursery at Portsmouth registered in 2008. It is situated within the North Harbour Business Park, in the Portsmouth area of Hampshire. The nursery is open weekdays from 7.30am to 6pm all year, with the exception of public holidays. It provides funded educational places for two-, three- and four-year-old children. The nursery employs 31 members of staff. Of these, 20 hold appropriate early years qualifications from level 2 to level 4 and one member of staff has early years professional status.

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