

Busy Bees at West Byfleet

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



Inspection date	20 March 2018
Previous inspection date	31 October 2017

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Inadequate	4
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 continues to make significant improvements in a very timely manner. For example, staff recruitment, support, guidance and coaching have already resulted in more-stable room teams and higher levels of personal care for each child. Staff morale is good and their enthusiasm for raising outcomes for children is commendable.
- Managers collate information from assessments to review how well individual children and different groups of children are progressing. They identify what works well, where there are gaps in provision and how to improve outcomes for further.
- The special educational needs coordinator shares her wealth of knowledge and experience with the hard-working and capable deputy manager and staff team. Staff are better equipped to respond swiftly when children are tired, lack challenge or need extra help. Overall, children behave well and are captivated by their play.
- Children access a wide range of play opportunities and staff use these well to challenge their thinking and learning. Children are well prepared socially, emotionally and academically for the next stage in their learning, including school.

It is not yet outstanding because:

- On occasion, the transition from lunch time to sleep is protracted for some children. Some cannot find their comforters and others find music and wider activities distracting.
- Opportunities staff provide to promote mathematics and literacy outdoors do not yet fully support children to make the highest levels of progress.

What the setting needs to do to improve further

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

- improve the transition from lunch to nap time for the younger children to better support those children who wish to sleep
- extend opportunities to promote mathematics and literacy outdoors to inspire and nurture children to higher levels of achievement.

Inspection activities

- The inspector observed, listened to and talked with children as they played indoors and during outdoor play.
- The inspector talked with parents and listened to their views about the nursery and their children's progress.
- The inspector looked at children's records, discussed staff planning and evaluation of activities, and how they exchange information with parents.
- The inspector reviewed records and procedures relating to safeguarding and risk assessment, and discussed a range of other procedures relating to children's welfare with the leadership team.
- The inspector observed care routines and completed a joint observation with the manager. Together they discussed how staff training has contributed to children's learning, welfare and development.

Inspector

Helen Robinshaw

Inspection findings

Effectiveness of the leadership and management is good

After a succession of managers, the leadership team is now strong, dynamic and effective in establishing higher levels of practice across the nursery. For example, further training has helped staff to use their observations more precisely to meet children's individual needs promptly and advance their learning. Managers meet their obligation to share significant information with parents, Ofsted and other authorities. They have reviewed key risk assessments, policies and procedures with staff to identify further areas for improvement. Various small adjustments, such as a higher handle on the kitchen door and a doorbell by the pre-school toilets, help to improve children's welfare and independence. Managers check that staff know how to recognise and respond appropriately to a wide range of child protection concerns. They diligently check staff suitability at induction and put additional measures in place to ensure all staff continue to meet their roles and responsibilities to a high standard. Safeguarding is effective.

Quality of teaching, learning and assessment is good

Staff in all areas of the nursery plan a broad range of exciting opportunities for children to explore, investigate and practise new skills. For example, children develop their control of small and large movements through interesting sensory play indoors and challenging physical play outdoors. Staff are keen to evaluate and show the impact of their teaching on raising outcomes for children. For example, they have all recently updated a development summary for each child to share with their parents ahead of schedule.

Personal development, behaviour and welfare are good

Key staff in each room team quickly get to know every child's individual personality, preferences and home culture. This helps them to meet every child's needs when colleagues are absent and effectively supervise every child's welfare. Babies settle quickly, sleep undisturbed at times to suit their needs and have tremendous fun together. Children delight in sharing good conversations and healthy home-cooked food as they gain increasing independence at mealtimes. Parents say they find their children's key staff approachable and that handovers at the end of the day support continuity in children's care. There is a very happy atmosphere across the nursery.

Outcomes for children are good

All children make good levels of progress in their learning and development. Babies and toddlers are curious to explore the many toys and choices available to them. They respond positively to staff encouragement, try new activities and are enthusiastic learners. Pre-school children think creatively, evaluate their achievements and reflect carefully on how they can improve them further. Children who are learning to speak more than one language or who need additional help are identified and supported further.

Setting details

Unique reference number	EY460544
Local authority	Surrey
Inspection number	1118211
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	102
Name of registered person	Positive Steps Childrens Day Nursery Limited
Registered person unique reference number	RP911260
Date of previous inspection	31 October 2017
Telephone number	01932 347061

Busy Bees at West Byfleet registered in 2013. It is open each weekday from 7.30am to 6.15pm, for 51 weeks of the year. The nursery is in receipt of funding for the provision of free early education to children aged two, three and four years. The nursery employs 26 staff, 20 of whom hold qualifications at level 2 or above. The manager and a staff member hold degrees and the divisional childcare adviser, who is on site three days a week, is an early years teacher.

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