

Honey Bees Staff Day Nursery

Kingston Hospital, Galsworthy Road, Kingston upon Thames, Surrey, KT2 7QB



Inspection date	1 May 2018
Previous inspection date	26 August 2015

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
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

- Partnerships with parents are very strong. Parents are updated regularly about their child's progress and the next steps in their learning. Staff work well with parents to help them understand how to be involved in their child's learning and support this at home.
- Staff provide a warm, welcoming environment that is well resourced with activities that challenge children to learn. Positive links are established within the community and good use is made of the local area to help enhance learning opportunities for children.
- Staff work effectively with outside agencies to support children who have special educational needs (SEN) and/or disabilities. They use consistent strategies to support children, as well as promoting positive behaviour. This helps to establish secure routines and activities that further enhance and support children's learning and development.
- Children are well behaved and form strong and secure bonds with staff at the setting. They play an active role in their own learning, developing good levels of confidence and self-esteem.

It is not yet outstanding because:

- Leaders are not yet monitoring practice as closely as they can to improve the quality to an outstanding level.
- Leaders do not have a secure picture of how well all groups of children who attend the nursery are progressing.

What the setting needs to do to improve further

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

- strengthen the systems to monitor the quality of teaching and use this information to identify learning priorities for staff and opportunities for professional development, to raise the quality of practice to an outstanding level
- introduce systems to monitor the progress made by different groups of children, to identify and close any differences in achievements.

Inspection activities

- The inspector conducted a joint observation with the manager to observe teaching practices at the setting.
- The inspector spoke to several parents during the inspection and took account of their views.
- The inspector held a meeting with the manager and looked at a range of documentation, including evidence of staff suitability, safeguarding records and records of children's progress.
- The inspector spoke to staff and children at suitable times during the inspection.
- The inspector observed the quality of teaching and the impact on children's learning both indoors and outdoors.

Inspector

Julie Newton-Smith

Inspection findings

Effectiveness of the leadership and management is good

The manager is a strong leader and has high expectations of staff. Staff have regular supervision meetings where they discuss children's progress and planning for the next steps in children's learning. Management is committed to training in order to develop staff skills and improve practice. Training in how to promote children's early reading and writing skills has had a positive impact on the way staff plan for this and on the progress, children make. Staff support each other and work well as a team to make improvements to the setting. Safeguarding is effective. Staff are clear about their responsibilities and know how and when to report concerns, to promote children's welfare.

Quality of teaching, learning and assessment is good

The setting has a child-centred approach across the whole nursery. Staff encourage the development of children's imagination skills and children's interests are taken into account as staff follow the children's lead at every opportunity. For example, staff follow on pre-school children's initial interest in playing in the shop and extend this. Soon they are preparing a picnic and show wonderful imagination as they set it up and talk about the food they have brought with them. Good role modelling and use of appropriate language are used to support children's early communication skills throughout the setting. Staff make good use of inside and outside to promote children's early writing skills. For example, toddlers paint with brushes and water outside and pre-school children use stencils, wooden letters and a range of mark-making tools in their play.

Personal development, behaviour and welfare are good

Children are socially and emotionally secure, and confident to grow and learn. Children are well behaved and learn to value and respect one another. Babies are secure, and their individual needs and routines are respected and met by staff who know them well. Staff support children well, working closely with key persons and parents, as children move from room to room across the nursery and then eventually on to school. Children learn to take risks and explore their environment securely. Pre-school children show high levels of independence. For example, at lunch time they collect their meals from the trolley and pack things away, developing a sense of responsibility to the setting.

Outcomes for children are good

All children make good progress from their starting points, particularly those who started at below typical progress levels and those who have SEN and/or disabilities. Children talk confidently about what they are doing in their play, listening to their friends and negotiating with them. Younger children contribute to discussions, making predictions about what happens next with familiar stories. Babies are encouraged to investigate and explore using their senses, for example, as they play with foam in the tray.

Setting details

Unique reference number	131831
Local authority	Kingston upon Thames
Inspection number	1126928
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 - 8
Total number of places	81
Number of children on roll	96
Name of registered person	Kingston Hospital NHS Trust
Registered person unique reference number	RP520787
Date of previous inspection	26 August 2015
Telephone number	0208 546 7711

Honey Bees Staff Day Nursery registered in 1992. It operates from a building within the grounds of Kingston Hospital in Surrey and cares for children whose parents work in the hospital. It is open each weekday from 7am to 5.30pm, all year. The nursery is funded to provide free early years education for children aged three and four years. The nursery supports children who have SEN and/or disabilities. There are 24 members of staff. Of these, one holds qualified teacher status, and 22 staff hold relevant qualifications from level 3 to 6.

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