

The Bees Knees Day Nursery

Cambrian Way, Highfield, Hemel Hempstead, Hertfordshire, HP2 5TD



Inspection date

4 June 2018

Previous inspection date

24 September 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

- Regular and accurate assessments support all children to make the expected levels of progress. Gaps in their learning are quickly identified and staff work hard to close these gaps effectively.
- Parents are very satisfied with the service that the nursery provides. They comment that their children are happy to attend and they feel that the nursery keeps them well informed on their children's progress.
- The provider and manager have very strong leadership skills. They encourage staff and parents to share ideas and contribute to the nursery's action plan to help to improve the nursery further.
- Children are highly engaged learners. They are motivated by the activities they choose and seek out their friends to work cooperatively with, such as when they play in the mud kitchen outside.

It is not yet outstanding because:

- Some staff do not consistently make best use of their strong teaching skills. At times, their expectations of the children mean that they do not challenge them fully in their learning.
- Children are not consistently offered opportunities to explore their emotions and talk about how they are feeling.

What the setting needs to do to improve further

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

- ensure that staff consistently have highly strong expectations of what children can achieve and routinely challenge their learning
- make further use of existing opportunities for children to explore their feelings and emotions.

Inspection activities

- The inspector was given a tour of the setting by the manager.
- The inspector and the manager conducted a joint observation of a planned activity and assessed the impact of the teaching on the children.
- The inspector spoke to staff and children at appropriate times during the inspection.
- The inspector met with the provider, the manager and the assistant manager, and discussed the leadership and management of the nursery.
- The inspector looked at various documentation during the inspection, including staff suitability documents, children's learning journals and nursery policies.

Inspector

Jennifer Hardy

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. The nursery staff have a strong focus on children's welfare and know the procedures to follow if they are concerned about a child in their care. The committed management team provides opportunities for staff to develop their professional skills and knowledge further. The nursery shares relevant information and works well in partnership with other professionals, such as the local children's centre. Children are well supported when they move on to the next room in the nursery, as well as when they move to another setting after pre-school. Additional funding that the nursery receives is used very effectively to support specific children to make the expected levels of progress in their learning and development.

Quality of teaching, learning and assessment is good

Children have access to a wide range of learning opportunities and are interested in the activities they choose. All children learn about life cycles, for example, as they see the chicks hatch from eggs and then watch them grow. Staff skilfully question children to encourage them to develop their ideas as they learn. Children remain focused when working with staff and share their ideas with others. For instance, they confidently discuss the different types of transport they can create from empty boxes and bottles. Staff set relevant and achievable next steps for children in their learning. These are shared with parents so that they can work together with the nursery to support children to reach their goals.

Personal development, behaviour and welfare are good

Children are well cared for at the nursery. Staff respond sensitively to children's personal care needs. A flexible settling-in process encourages children to settle quickly and they form strong bonds with their key person. Staff support children's behaviour and relationships positively. For example, they remind children to cuddle their friends gently. Staff use positive praise throughout their practice. Children know the routines well and follow them without prompting, such as placing their rubbish in the bin after eating.

Outcomes for children are good

Children are confident and independent and are well prepared to move on to the next stage of their learning. Older children confidently trace over laminated words and this helps develop their smaller muscles for writing. They practise writing their names when they label their work. Outside, they enjoy playing together and develop their larger muscles. For example, they kick balls to each other and jump through hoops on the ground. They develop their hand-to-eye coordination, such as when they play with bats and balls. The children enjoy learning about the wider community and different faiths. They are fascinated as they look around an ambulance as part of their topic of 'people who help us'. The youngest children enthusiastically dance and clap along to the music of familiar songs.

Setting details

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|--|--------------------------|
| Unique reference number | 129334 |
| Local authority | Hertfordshire |
| Inspection number | 1126886 |
| Type of provision | Full-time provision |
| Day care type | Childcare - Non-Domestic |
| Registers | Early Years Register |
| Age range of children | 0 - 5 |
| Total number of places | 60 |
| Number of children on roll | 134 |
| Name of registered person | Kathryn Hay |
| Registered person unique reference number | RP512558 |
| Date of previous inspection | 24 September 2015 |
| Telephone number | 01442 393341 |

The Bees Knees Day Nursery registered in 1996. The nursery employs 24 members of childcare staff; of these, 22 hold appropriate early years qualifications at level 2 and above. This includes one member of staff who has qualified teacher status. The provider also employs three catering assistants. The nursery opens from Monday to Friday, 50 weeks of the year. Sessions are from 8am until 6pm. The nursery receives funding to provide free early education for two-, three- and four-year-old children.

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