

Busy Bees Day Nursery at Mill Hill

30 Millway, Mill Hill, London, NW7 3RB



Inspection date

18 July 2018

Previous inspection date

28 October 2016

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		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The manager and staff do not ensure all risks in the outdoor area are identified and minimised to keep children safe. This compromises children's welfare.
- Managers and staff fail to give sufficient consideration to the hygiene of areas where babies crawl.
- Staff are not effectively deployed at all times, especially during the morning in the older babies' room, to help ensure the children's care needs are fully met.
- Occasionally, staff do not build on opportunities to encourage children further to practise their early writing skills.
- The management team does not use evaluation effectively to identify breaches in requirements and target all weaknesses in practice, to improve outcomes for children.

It has the following strengths

- The manager monitors children's progress effectively and addresses any identified gaps in learning swiftly. All children make good progress from their starting points.
- Staff provide good opportunities during activities and routine times to help children develop their early mathematical understanding and 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
■ review the use of risk assessment to make sure that all areas and equipment that children have access to are thoroughly checked and that potential hazards are removed or minimised	01/08/2018
■ take necessary steps to support the good health of all the children, particularly in relation to the risks of cross-contamination posed to crawling babies	01/08/2018
■ ensure staff are deployed effectively throughout the day to meet fully the individual needs of babies.	01/08/2018

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

- extend the range of opportunities to support the development of children's early writing skills
- make effective use of self-evaluation to identify and address weaknesses in practice and to target ways to improve the overall quality of the provision.

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector had discussions with the regional manager and nursery manager about the nursery practices and procedures. She carried out a joint observation with the manager.
- The inspector observed staff's interactions with the children, indoors and outdoors.
- The inspector spoke to the staff at appropriate times and also spoke to parents.
- The inspector sampled a range of documents, including children's registration forms, assessment records, staff's records, medication sheets and records of risk assessments.

Inspector

Jennifer Liverpool

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The management team does not implement effective risk assessment procedures. Staff fail to identify potential hazards in the outdoor play area. For example, they allow children to play in close proximity to garden waste and empty plastic bags, which pose the potential risk to a child of suffocation. Following an incident, the management team has reviewed the procedures for the provision of food to children who have specific dietary needs. The management team implements secure vetting procedures to assess staff's suitability to work with children. Management uses appropriate systems for induction and to monitor staff's performance. For example, it identifies training needs, which include paediatric first-aid training. Staff understand the signs of abuse and the procedures to follow if they have concerns about a child. The manager knows how to handle complaints and maintains all relevant document, such as medication records. The management team's evaluation process is not fully effective. Management has not identified and addressed all weaknesses, particularly in relation to safeguarding children's welfare. Staff establish positive relationships with parents. They use a range of strategies to communicate with parents and keep them informed about their child's care and learning. Parents comment that their children enjoy attending the nursery. They are happy with the care and learning experiences their children receive.

Quality of teaching, learning and assessment is good

Staff assess children's abilities regularly and accurately. They know how to plan for children's next steps to move them on in their learning and development. Staff provide a sensory area for young children to explore the natural environment. For example, they help young children to listen to the sounds of wind chimes and birds. Staff show children how to use tools, such as magnifying glasses, appropriately and encourage their use to look closely at insects. Staff give encouragement to babies when they try out new skills, such as learning to roll a ball. In addition, staff show children how to throw and catch a ball, challenging children's physical skills. However, they do not make the most of all opportunities to extend children's early writing skills.

Personal development, behaviour and welfare are inadequate

Children's health and well-being are not supported well. Hygiene procedures are not fully effective. Staff wear protective clothing when serving snacks and carrying out nappy changing duties. However, staff in the baby room have not considered how to best keep the flooring hygienic for babies. Staff supervise children appropriately, such as when children play with large-scale physical equipment. Ratio requirements are met throughout the day. However, the management team does not organise the deployment of staff in the older babies' room in the morning effectively, to help with feeding or to comfort babies when they separate from their parents. Children enjoy eating their meals and they learn about foods that are healthy. When children start at the nursery, key persons work well with parents to help children settle in and become familiar with nursery routines.

Outcomes for children are good

All children progress well. Children are confident in making choices for themselves. For example, children in the ground-floor rooms choose freely between indoor and outdoor activities. In addition, babies develop abilities in making choices about their play as they have easy access to a range of resources. Older children can accurately count to 30. They learn to add to a number of objects and know how many there are. Older children begin to compare their heights and sort toys by colour. Young children learn to share and take turns. Children develop skills for the next stage in their development and in readiness for school.

Setting details

Unique reference number	147572
Local authority	Barnet
Inspection number	1141298
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	78
Number of children on roll	137
Name of registered person	Busy Bees Day Nurseries (Trading) Limited
Registered person unique reference number	RP900805
Date of previous inspection	28 October 2016
Telephone number	020 8906 9123

Busy Bees Day Nursery at Mill Hill registered in 2000. The nursery is situated in Mill Hill, in the London Borough of Barnet. It operates Monday to Friday from 7am to 6.30pm, all year round. The nursery receives funding for the provision of free early education for children aged three and four years. The provider employs 18 staff, including the manager and a qualified teacher. The majority of staff hold an appropriate early years qualification.

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