

Bizzy Bees Nursery

Bizzy Bees Day Nursery, Longfellow Road, WORCESTER PARK, Surrey, KT4 8BB



Inspection date

13 June 2018

Previous inspection date

1 September 2017

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		Good	2
Outcomes for children		Requires improvement	3

Summary of key findings for parents

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

- The quality of teaching is inconsistent. As a result, children are not always supported to make the progress they are capable of from their starting points.
- The arrangements for the supervision of staff are not extensive enough to provide them with the support, coaching and training they need to improve the overall quality of teaching.

It has the following strengths

- Staff provide a warm and inviting learning environment. Children are able to move around freely, make choices and organise their play.
- Staff form close partnerships with parents, and the provider works effectively with other agencies to support children who have special education needs and/or disabilities.
- The nursery staff recognise the children's cultural and individual differences and promote inclusion for all. For example, all children take part in activities to learn about different festivals and celebrations, including the recent royal wedding.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage the provider must:

	Due Date
■ improve the quality of teaching so children consistently benefit from challenging and enjoyable experiences that are tailored to their individual needs and help them to make good or better progress in their learning	20/07/2018
■ improve supervision to create opportunities for all staff to receive coaching or additional training, to improve their personal effectiveness in their teaching role.	20/07/2018

Inspection activities

- The inspector observed staff interactions with the children in play activities indoors and outdoors. She looked at resources and carried out joint observations with the provider.
- The inspector held discussions with the provider about safeguarding, supervision of staff and how practice has improved.
- The inspector held discussions with parents and took account of their views.
- The inspector looked at children's information, attendance and development records, and talked with staff at appropriate times.
- The inspector checked evidence of the suitability of staff and external agencies who visit the setting to provide additional activities.

Inspector

Gillian Cubitt

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. Following a recent incident, the provider has reviewed her safeguarding procedure and shared this with staff. She ensures that the correct procedure is taken where there are concerns about a child's welfare, including any allegations that are made against a member of staff. Overall, the provider reviews practice and has addressed the recommendation from the last inspection. She ensures that staff attend meetings and undergo annual appraisals, and that apprentices achieve a relevant qualification. However, the current system for supervising staff does not sufficiently motivate them or foster a culture of continuous personal development for all. For instance, staff have not benefitted from any recent support, training or coaching to help them improve their teaching practice.

Quality of teaching, learning and assessment requires improvement

Children enjoy exploring resources and playing alongside each other. Staff sit with babies and provide toys that engage their interest. Toddlers enjoy doing puzzles. Older children benefit most from group times where staff take the lead in discussions. For example, children enjoy singing songs, talking about the weather and learning about special events, such as Father's Day. Overall, staff plan generally well to provide variety in play. However, weaknesses in staff teaching skills mean staff do not always challenge and extend children's learning during focus activities and free play. For example, staff provide resources, such as dinosaurs, but do not use children's interest in these to build further on their learning. Older children enjoy chatting about tools but staff do not take the opportunity to teach children new things and promote their development further.

Personal development, behaviour and welfare are good

Children settle well and the key-person system is effective in meeting children's care needs. Staff encourage children to behave well. For example, children help to tidy away toys and staff show children a 'thumbs up' when they do well. Staff check the areas for safety and ensure children follow regular routines to support their health and well-being. For instance, babies regularly rest during the day and staff ensure bedding is changed each time. Older children learn how to keep healthy. For example, they follow appropriate hygiene routines and eat well, enjoying the nutritious meals that the nursery provides.

Outcomes for children require improvement

Children are making some progress in their learning. However, the progress of all children is not consistent in each area of learning. Staff do not always challenge children enough, due to weaknesses in teaching practice. That said, the older and most able children are confident and express themselves well. Babies learn to crawl and explore toys. Children learn good social skills and play together well. Those with special educational needs and/or disabilities receive positive support that helps them make progress in their development.

Setting details

Unique reference number	EY391760
Local authority	Sutton
Inspection number	1137746
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	40
Number of children on roll	60
Name of registered person	Bizzy Bees Nursery Limited
Registered person unique reference number	RP909349
Date of previous inspection	1 September 2017
Telephone number	02083 353537

Bizzy Bees Nursery registered in 2009. The nursery is open each weekday from 7.30am to 6pm for 51 weeks of the year. It employs a team of nine staff and three bank staff. Three staff are qualified to level 3 and two are qualified to level 2. The provider holds a masters degree and the manager has an early years degree at level 6.

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