

# Busy Bees At Blackheath (charlton)

176 Charlton Road, LONDON SE7 7DW



<b>Inspection date</b>	6 November 2018
Previous inspection date	20 April 2018

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Inadequate	4
Effectiveness of 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

### The provision is good

- Since the last inspection, a new management team has been recruited. All actions and recommendations raised in the previous report have been met. This is having a positive impact on children's learning and welfare.
- Staff build warm relationships with children and support their emotional well-being effectively. Children develop secure attachments with staff and peers. Children behave well, share and take turns as they play.
- Settling-in procedures are effective. Staff regularly update parents about their child's progress. Parents are supported to contribute to their children's learning at the nursery and at home.
- Children play with high-quality resources in a calm environment. They are encouraged to develop their ideas independently. Children make progress their learning with stimulating and inviting opportunities to play indoors and outdoors.
- Children are learning about healthy lifestyles. They understand the importance of exercise and healthy eating to promote their good health. Older children manage their self-care independently.

### It is not yet outstanding because:

- The recently implemented staff training and development programme has not yet had time to embed and show the long-term impact on outcomes for children.

## What the setting needs to do to improve further

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

- Continue to embed performance management systems to further improve the consistency and quality of teaching.

### Inspection activities

- The inspector observed activities while children played and discussed teaching methods with staff and managers.
- The inspector sampled a selection of children's assessment records and a range of other documentation.
- The inspector viewed the areas of the premises, indoors and outdoors, used by children.
- The inspector completed a joint observation with the manager.
- The inspector spoke to several parents during the inspection and took account of their views.

### Inspector

Trina Lynskey

## Inspection findings

### Effectiveness of leadership and management is good

Safeguarding is effective. Staff understand their role in protecting children from harm. They know the processes to follow if safeguarding concerns arise. The recently appointed management team has taken effective action to address concerns raised in the previous report. Managers take the views of parents, staff and children into account during self-evaluation. Recent changes are beginning to have a positive impact on children's development. There are pre-school council meetings with small groups of older children which allow them to share their views about the nursery. Staff feel supported to improve their skills through targeted learning plans. Staff have access to a range of training courses which helps them to improve their teaching skills. Teaching across the nursery is good. The induction process is comprehensive. The suitability of staff is assessed throughout the duration of their employment.

### Quality of teaching, learning and assessment is good

Staff work with parents and relevant professionals to support children's specific learning needs. Staff know children well and respond to their needs. Each room has its own teaching and learning plan on display. Staff effectively use observation and assessment to plan for their key children. Children's interests are supported when their key person is unavailable through an effective buddy system. The manager supports less-experienced staff to improve their confidence and teaching practice. Children are keen and active learners. They display high levels of self-confidence and self-esteem. Staff use skilled questioning to support children's developing language skills. For example, during story time, a group of pre-school children use a wide vocabulary to discuss the likes and dislikes of the characters in the book.

### Personal development, behaviour and welfare are good

Staff are positive role models. They support children to understand expected, age-appropriate behaviour. Children play with their peers cooperatively and they are sensitive to the needs of others. Children have formed secure relationships with their key persons. They seek them out for comfort and reassurance during the day. Babies receive affectionate care and attention. Older children have access to a 'self-care station'. They can eat fruit, wipe their noses, drink water and wash their hands independently. Children enjoy a wide range of healthy food that is cooked on site. Dietary requirements, including allergies, are easily accommodated. Mealtimes are happy and sociable. Staff support children as they serve and feed themselves. Staff encourage children to play outdoors and children enjoy time outdoors throughout the day.

### Outcomes for children are good

Children are developing their independence. They put on their own shoes and coats, serve themselves food and pour their own drinks. All children, including those who have special educational needs and/or disabilities, are making good progress from their starting points. Children listen well to stories and communicate their thoughts and ideas confidently. Children develop good social skills and respectful friendships develop in all age groups. Children are gaining the key skills and positive attitudes required to support the next stages in their learning.

## Setting details

<b>Unique reference number</b>	EY551843
<b>Local authority</b>	Greenwich
<b>Inspection number</b>	10077350
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Childcare on non-domestic premises
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	95
<b>Number of children on roll</b>	84
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Date of previous inspection</b>	20 April 2018
<b>Telephone number</b>	01543 678530

Busy Bees at Blackheath (Charlton) registered in 2017. It is situated in Charlton, in the London Borough of Greenwich. The nursery is open from 7.30am to 6.30pm, Monday to Friday, throughout the year. The nursery employs 27 staff; 17 of whom hold appropriate early years qualifications, including two members of staff with an early years degree. The setting receives funding to provide free early years education for two-, three- and four-year-old children.

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