

# Busy Bees Day Nursery at Eastbourne



Larkspur Drive, Eastbourne, East Sussex BN23 8BS

<b>Inspection date</b>	13 March 2019
Previous inspection date	29 June 2015

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Inadequate</b>	<b>4</b>
	Previous inspection:	Outstanding	1
Effectiveness of leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

## Summary of key findings for parents

### This provision is inadequate

- The manager does not safeguard children from harm effectively. The vetting and recruitment processes are weak. The manager does not make sure that she swiftly follows the appropriate child protection procedures to help ensure that children are kept safe.
- Staff do not have a secure understanding of safeguarding, namely the processes to follow for concerns about children and allegations against staff. This compromises children's welfare.
- The manager and staff do not risk assess the nursery well, in particular the garden and fridge areas. This does not protect children from harm and support their physical well-being.
- The manager's systems for monitoring children's progress are poor. She does not provide children with the early intervention they need. The manager does not work in partnership with all parents and other agencies effectively, where required, to help support children's transition to school. Children do not reach their full potential.
- The manager does not provide staff with successful coaching and support to develop their practice and skills. Staff do not use the information from their assessments well to help plan for children's next stage in development. They do not organise all activities well enough to sustain children's attention, and some resources are dull and lack inspiration.

### It has the following strengths

- Children behave well. Staff provide them with clear guidance and explanations to help them manage their behaviour. For example, they encourage sharing and taking turns.
- Staff offer children opportunities to explore and experience different textures and materials, such as a 'mud kitchen', cornflour and water.

## What the setting needs to do to improve further

### The provision is inadequate and Ofsted intends to take enforcement action:

We will issue a Welfare Requirements Notice requiring the provider to:

	Due date
implement effective vetting and recruitment systems, in particular to make sure that checks are comprehensively completed and recorded to help ensure staff's suitability	15/04/2019
ensure child protection concerns are acted upon and reported to the appropriate agencies without delay, and maintain accurate records	15/04/2019
make sure all staff have a secure understanding of safeguarding, in particular the procedures to follow for any child protection concerns or allegations against staff	15/04/2019
improve risk assessments to help ensure that the outdoor area is safe and secure for children's use and babies' bottles are safely stored	15/04/2019
ensure staff receive effective supervision and support to improve their use of assessments and help plan for children's development needs and abilities.	15/04/2019

### To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
improve the monitoring systems for children's progress to help identify any gaps in development early and provide the appropriate support, alongside parents and other professionals	31/05/2019
develop the organisation of group play and provide children with a wide range of exciting resources to keep their motivation and interest in their learning.	31/05/2019

### Inspection activities

- The inspectors observed the quality of teaching and the impact this has on children's learning and development.
- One of the inspectors conducted a joint observation with the provider.
- The inspectors held discussions with leaders and staff at appropriate times throughout the inspection.
- The inspectors viewed a range of documentation, including suitability checks and children's records.
- The inspectors held a management meeting with the manager and senior leaders.

**Inspectors**

Sarah Stephens

Lizzie Mackey

## Inspection findings

### Effectiveness of leadership and management is inadequate

Safeguarding is not effective. The manager does not ensure that previous actions raised have been successfully addressed. She does not complete and record thorough checks on all staff to help make sure they are suitable to work with children. She does not quickly respond and liaise with the appropriate agencies to help protect children's well-being and individual needs. Staff know the signs that would cause them concern about a child's welfare. However, they do not understand the processes to follow if they are worried about a child or other staff. For example, they do not know who to go to if leaders do not act on their concerns. This does not safeguard children. The manager does not oversee her staff well. For instance, she does not swiftly recognise weaknesses in their practice and provide relevant training to help them make improvements. The manager and senior leaders have processes in place to identify areas of weakness, although these are still in their infancy.

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

The manager does not monitor children's development effectively. She does not make sure that children's gaps in development and physical well-being are given the upmost priority. The manager does not ensure that she works successfully with all parents and other professionals to help children make progress that is relevant for their age. Staff's observations and assessments do not continually assist them to provide for children's next stage in development. For example, children's written summaries do not reflect the development level and needs of individual children to target specific areas for support. Staff successfully adapt the environment to ensure all children are included, in particular those with special educational needs and/or disabilities. However, they do not organise some group activities well enough to keep children's concentration and interest in their learning. For instance, children struggle to listen to stories because of the noise level of the surrounding group.

### Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management have an impact on children's safety and welfare. The manager and staff do not implement an effective risk assessment. For example, they do not identify and minimise all hazards to children's safety, such as discarded resources and rubbish left in the under two-year-old area. Babies' bottles are stored in a fridge that is too warm for over two hours. This does not support babies' physical health. The manager and staff do not provide a wide range of stimulating and engaging activities, in particular in the pre-school room. For instance, children do not engage in imaginative play as the role-play area is poorly resourced, and computer programs are limited. Staff provide children with a healthy balanced diet.

### Outcomes for children are inadequate

Children are not prepared well for their future learning and their gaps in development are not steadily closing. For example, children do not successfully build their self-care skills they need for their move to school. Babies do not have opportunities to progress their physical development further. For instance, they learn to stand but have no resources to build on their mobility and early walking skills. Older children show care and

concern for their friends, and ensure they involve others in their play.

## Setting details

<b>Unique reference number</b>	508972
<b>Local authority</b>	East Sussex
<b>Inspection number</b>	10099799
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	100
<b>Number of children on roll</b>	145
<b>Name of registered person</b>	Just Learning Ltd
<b>Registered person unique reference number</b>	RP900810
<b>Date of previous inspection</b>	29 June 2015
<b>Telephone number</b>	01323 743838

Busy Bees Day Nursery at Eastbourne is part of a national chain. It opened in 2000 and operates from purpose-built premises on the outskirts of Eastbourne, East Sussex. The nursery opens five days a week all year round. Opening times are from 7.30am to 6.30pm. The nursery receives funding for free early education for children aged two, three and four years. The nursery employs 29 staff, of whom 16 hold relevant early years qualifications to level 3.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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