

# Bizzy Bees Nursery

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



<b>Inspection date</b>	2 April 2019
Previous inspection date	13 June 2018

	<b>This inspection:</b>	<b>Requires improvement</b>	<b>3</b>
<b>The quality and standards of the early years provision</b>	Previous inspection:	Requires improvement	3
Effectiveness of 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 is a provision that requires improvement

- Although the provider and manager have planned some training to support staff to raise the quality of their teaching, the systems for planning and identifying the youngest children's next steps are not always considered precisely enough. This means that staff are not able to consistently monitor each child's progress.
- Information about children is not shared consistently between staff and parents. For example, although the provider seeks key information about some children's learning and development needs, this is not always shared promptly with those working with the children.

### It has the following strengths

- The provider and manager are passionate about making improvements and have taken action to address previous concerns, although it is too soon to see the impact these developments have on children. The management team provides regular appraisal and support meetings for staff, who explain that they feel well supported.
- Children are very well behaved and have developed strong friendships with each other. Babies show interest in others, passing toys and making sustained eye contact. Older children happily invite their friends into their play, listening carefully to their ideas.
- Children enjoy participating in the activities provided, particularly in the older age groups. The support and activities provided for older children are more refined and focus more precisely on children's individual learning needs.

## What the setting needs to do to improve further

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

	Due date
improve the quality of observation, planning and assessments to ensure that all children, particularly those in the younger age groups, receive more targeted support in their next steps	28/05/2019
improve how information is shared between staff and parents, to allow further opportunities for extending learning at home.	28/05/2019

### Inspection activities

- The inspector observed care and learning in each room.
- The inspector held discussions with staff, the manager and registered provider. She also spoke to parents and interacted with children at appropriate times.
- The inspector reviewed a sample of records and relevant documentation.

**Inspector**  
Amanda May

## Inspection findings

### Effectiveness of leadership and management requires improvement

The provider and manager have introduced some improvements since the last inspection. For example, they have focused on enhancing ways to monitor staff suitability and training. They have also developed action plans which are reviewed regularly and discussed during staff supervision meetings. The management team evaluates staff practice, and staff enjoy attending training, before sharing what they have learned with other staff. Staff understand the action to take and the processes to follow if they have concerns about a child's safety. Safeguarding is effective. Parents report that they are generally happy with the care and support provided to their children. However, due to weaknesses in how staff plan activities and assess children's learning needs, the information shared is not always precise enough to support further home learning.

### Quality of teaching, learning and assessment requires improvement

Staff in the older age groups provide interesting and engaging activities, which children enjoy. They ask challenging questions and provide extended activities to complement children's learning. Children respond well and enjoy asking questions and thinking about what might happen next. The manager works directly with the older age groups and is therefore able to monitor the quality of teaching in these rooms effectively. Staff who work with the youngest children are able to identify some next steps in children's learning. However, many of the activities are child led and do not have clear learning outcomes. This means that the youngest children are not making as much progress as possible and spend more time observing others, instead of exploring.

### Personal development, behaviour and welfare are good

Older children have strong friendships and appreciate one another's differences and feelings. Children of all ages meet together for lunch and some opportunities to play. This helps them to develop friendships and gain confidence before they move into the older age groups. Children enjoy many opportunities to explore the outdoors, for example through planting and through participating in activities led by a visiting sports coach. Children enjoy healthy and nutritious meals and snacks and develop high levels of independence as they pour their own drinks and clear their plates after eating a meal.

### Outcomes for children require improvement

The rates of progress between children of different ages are inconsistent. Weaknesses in how children's progress is monitored and assessed mean that the youngest children are not being consistently engaged and challenged. Older children, however, are prepared for school and they show independence and an interest in learning.

## Setting details

<b>Unique reference number</b>	EY391760
<b>Local authority</b>	Sutton
<b>Inspection number</b>	10089416
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	40
<b>Number of children on roll</b>	54
<b>Name of registered person</b>	Bizzy Bees Nursery Limited
<b>Registered person unique reference number</b>	RP909349
<b>Date of previous inspection</b>	13 June 2018
<b>Telephone number</b>	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 15 staff. Four staff are qualified to level 3 and one is qualified to level 2. The provider holds a Master's degree and the manager has an early years degree at level 6.

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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