

Busy Bees Day Nursery at Walthamstow

20 Sutton Road, Walthamstow, London E17 5QA



Inspection date	9 August 2019
Previous inspection date	12 April 2018

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
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

- Staff do not take all necessary steps to keep children safe. Unauthorised visitors are able to access the nursery premises unchallenged and risk assessments are not used effectively to ensure that the nursery garden is safe. This puts children's welfare at risk.
- The provider does not monitor sufficiently the quality of the provision or the effectiveness of managers. This results in the managers failing to meet a number of requirements.
- Managers do not supervise, support and train staff effectively so that they fulfil their roles and responsibilities well.
- Teaching is weak. Staff do not have a secure understanding of how to support toddlers' and pre-school children's learning effectively.
- Staff deployment is often poor. At times, there are not enough staff working with children to meet the required adult-to-child ratios in all nursery rooms.
- Staff lack a secure knowledge of how to teach children about behavioural boundaries and expectations.

It has the following strengths

- Parents are complimentary about the nursery. They say staff are 'welcoming' and 'friendly' and keep them well informed about their children's daily routines and activities.
- Staff in the baby room have a good understanding of babies' care and learning needs and cater for these effectively.

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 and improve security procedures, to ensure that no unauthorised visitors are able to access the premises where children are being cared for	23/08/2019
ensure the nursery's outdoor area is safe and suitable for children to use and that any potential hazards are swiftly identified and addressed by staff	29/08/2019
ensure that there are appropriate arrangements to monitor the effectiveness of managers, in order to rectify breaches of requirements, tackle weaknesses in practice and drive forward improvements	13/09/2019
monitor staff performance and provide appropriate support, supervision and training so that all staff have the skills and knowledge to fulfil their roles and responsibilities	13/09/2019
tailor all children's learning to their individual needs, to ensure they make the best possible progress	13/09/2019
ensure that staffing arrangements meet requirements and cater effectively for the needs of all children so that they are consistently well supervised and engaged in learning	29/08/2019
provide consistent guidance for children to help them understand behavioural boundaries and begin to manage their feelings and actions in appropriate ways.	13/09/2019

Inspection activities

- The inspector observed a range of activities, indoors and outdoors, and assessed the quality of teaching and its impact on children's learning.
- The inspector had a meeting with the deputy manager and company regional managers. She also explored the views of staff and children at intervals during the inspection.
- The inspector had discussions with parents to assess their views.
- The inspector looked at a sample of documentation, including policies and procedures, staff suitability checks and children's records.
- The inspector carried out joint observations with the deputy manager.

Inspector
Sarah Crawford

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is not effective. Staff do not ensure that unauthorised people cannot enter the premises. They do not manage risks effectively so that children cannot access hazards, such as broken equipment and damaged fencing in the outdoor area. The provider does not check that managers are able to uphold all registration requirements. The systems in place to supervise staff and support their professional development are not effective to achieve a consistently high standard of practice. Staff have received training to help strengthen their understanding of safeguarding issues. They demonstrate a good understanding of the signs that a child may be at risk of harm and know how to report any concerns about children's welfare. Managers have identified some areas of weakness in teaching and learning.

Quality of teaching, learning and assessment is inadequate

Teaching is ineffective. At times, staff deployment is poor, which means staff do not consistently support children to develop their knowledge and skills. Staff monitor children's development, but they do not plan effectively for all children. Activities for toddlers and pre-school children are not sufficiently varied or challenging. Consequently, children do not make the progress they are capable of. Staff provide a range of resources to help children to develop their physical skills.

Personal development, behaviour and welfare are inadequate

Managers do not do enough to keep children safe. They do not ensure staff understand the importance of keeping the nursery secure, or of safely supervising children at all times during the day. The required staffing ratios were not met in the pre-school room at the start of the day. Consequently, staff were unable to support children's learning and welfare effectively. Staff do not provide consistent guidance on behaviour for children. As a result, children sometimes behave in unsafe ways, which compromises the well-being and safety of themselves and others. Children have healthy meals and snacks and daily access to outdoor play.

Outcomes for children are inadequate

Weaknesses in the quality of teaching mean that outcomes for children are not good, including children who speak English as an additional language and those receiving funding. Some children become bored during activities, or their self-led play is repetitive. For instance, they spend much of the morning pushing toy cars along the floor. Therefore, they do not consistently build on their existing knowledge and abilities. Consequently, toddlers and pre-school children do not develop a good range of skills to support their future learning and prepare them for starting school.

Setting details

Unique reference number	155097
Local authority	London Borough of Waltham Forest
Inspection number	10118630
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	140
Number of children on roll	99
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	12 April 2018
Telephone number	020 8527 9711

Busy Bees Day Nursery at Walthamstow registered in 2001. The nursery is open each weekday from 7am to 7pm, all year round. The provider receives funding to provide free early education for children age two, three and four years. The provider employs 24 members of staff, of whom 17 hold a relevant early years qualification. One member of staff holds qualified teacher status and others have qualifications at level 2 or 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance *Complaints procedure: raising concerns and making complaints about Ofsted*, which is available from Ofsted's website: www.ofsted.gov.uk. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: www.ofsted.gov.uk/user.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.ofsted.gov.uk

