

Inspection of Burstead Bears Day Nursery Limited

Guildprime Business Centre, Southend Road, BILLERICAY, Essex CM11 2PZ

Inspection date:

30 October 2019

Overall effectiveness

Requires improvement

The quality of education

Requires improvement

Behaviour and attitudes

Requires improvement

Personal development

Requires improvement

Leadership and management

Requires improvement

Overall effectiveness at previous inspection

Outstanding

What is it like to attend this early years setting?

The provision requires improvement

Weaknesses in the management and staff's practice result in inconsistencies in the quality of teaching and the way in which children are educated. Despite this, children enter the nursery confidently and quickly engage in play with their friends. Children behave well and act in a kind and caring way towards each other.

Babies receive good care and attention from the staff. Their language and communication skills are effectively promoted. Staff speak to them clearly, respond to their babbles and introduce new words. Staff often break into song, singing familiar songs and rhymes. Children clap and join in with actions.

Children enjoy fresh air each day when they play in one of the two nursery gardens. Babies and younger children develop their physical skills, for example through appropriate resources. However, older children have fewer opportunities to practise their large motor skills.

Children have access to a range of resources in each of the rooms. However, these are not always presented in an exciting or motivating way. For example, toys such as plastic animals and figures are tipped out of the box onto a floor mat. Staff do not give consideration to how these can be effectively presented to inspire and capture children's interests.

What does the early years setting do well and what does it need to do better?

- The acting manager is new to her role and has yet to develop her managerial skills and knowledge. For example, she has not yet familiarised herself with the organisation of the office and where essential documentation is kept, to assist in the smooth running of the nursery.
- Staff provide children with a range of freely chosen and planned play opportunities. However, staff do not use their knowledge of what children already know to build on their understanding and provide them with greater challenge. Staff, especially those working with older children, do not consistently consider ways to extend and enhance children's learning.
- Staff working with the older children do not present resources and activities well enough to excite and motivate children to learn. For example, children explore real fruit and vegetables in the role-play areas. However, they are provided with limited resources to extend their imaginative or problem-solving skills.
- Staff do not make best use of the space and furniture in the older children's rooms, especially at mealtimes. Tables are positioned either side of a thoroughfare door leading from the kitchen to the toddler rooms. This creates a busy environment, which is not conducive to children enjoying their meal in a relaxed and productive way.

- Babies receive responsive, kind and considerate care. Staff create a calm environment where babies feel safe and comfortable to move around. They receive lots of cuddles from staff and enjoy the warm interaction they receive. Babies have fun catching bubbles blown from the bubble machine, while staff sing songs relating to bubbles.
- Older children enjoy transporting mud from one container to another in the sensory garden. They talk to staff about what they are making. Staff use some appropriate language to encourage them to develop their communication and language skills.
- Parents speak highly of the care their children receive. They like the fact that staff give their children a cuddle when they need it. They say that they are provided with good opportunities to speak to their child's key person and to discuss their current and future learning.
- Children are independent. They are encouraged to 'have a go', before staff help them to achieve their chosen task, such as putting their coats on. Children from a very early age serve their own meals and help to pour their own water at mealtimes.
- Staff receive regular supervision meetings with the manager and acting manager to help them to develop their practice and skills. They complete a range of training through an online system and some practical training.

Safeguarding

The arrangements for safeguarding are effective.

The acting manager and staff demonstrate a good understanding of the types of abuse. They are familiar with the known indicators that might suggest that a child's welfare is being compromised or that a child is at risk of harm, including radicalisation. Staff are aware of the 'whistle-blowing' procedures and know where to access relevant contact details should they feel the need to refer any concerns to the appropriate authority. New staff are required to complete online safeguarding training as part of their induction procedures. Other staff update their safeguarding knowledge on a regular basis.

What does the setting need to do to improve?

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

	Due date
ensure staff with key positions have a clear understanding of their roles and responsibilities.	06/12/2019

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

- organise the premises, furniture and resources in a way that meets the needs of children, particularly in the pre-school room at mealtimes
- develop the curriculum to be consistently ambitious and to provide greater challenge for children
- focus support for staff to help them to develop ways to improve opportunities for children to be excited by their learning and to develop their problem-solving skills.

Setting details

Unique reference number	EY332024
Local authority	Essex
Inspection number	10127355
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 to 4
Total number of places	37
Number of children on roll	87
Name of registered person	Burstead Bears Day Nursery Limited
Registered person unique reference number	RP526166
Telephone number	01277 659659
Date of previous inspection	27 October 2015

Information about this early years setting

Burstead Bears Day Nursery Limited registered in 2006. The nursery employs 14 members of childcare staff. Of these, 11 hold appropriate early years qualifications at level 2 or above, including the manager who holds a level 3 qualification. The nursery opens from 8am until 6pm Monday to Friday throughout the year.

Information about this inspection

Inspector

Lynn Hughes

Inspection activities

- The inspector completed a learning walk with the acting manager and discussed the way in which the curriculum is delivered.
- The inspector looked at relevant documentation and checked the suitability and qualifications of staff.
- The inspector observed an adult-led activity and discussed the learning intentions with the acting manager.
- The inspector spoke to children and staff at appropriate times during the inspection.
- The inspector took account of the views of parents spoken to at the time of the inspection.

We carried out this inspection 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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