

Inspection of Busy Bees Day Nursery at Shenley

22 Andrew Close, Shenley, Radlett, Hertfordshire WD7 9LP

Inspection date: 5 November 2019

Overall effectiveness	Inadequate
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The quality of education

Good

Behaviour and attitudes

Inadequate

Personal development

Good

Leadership and management

Inadequate

Overall effectiveness at previous
inspection

Good

What is it like to attend this early years setting?

The provision is inadequate

The provider is failing to meet all requirements of the statutory framework for the early years foundation stage. This undermines the safety and well-being of children in the nursery. Managers have not followed appropriate procedures in relation to an allegation made against a member of staff and in relation to other concerns raised about the nursery. While managers are keen to improve the quality of the nursery, they have not identified significant gaps in staff's knowledge of how to report concerns about adults who work with children.

Children settle well at nursery and happily play with others. Generally, children behave well and there are few incidents of unwanted behaviour. Babies cuddle in closely to staff, who clearly care about their needs. They enjoy singing nursery rhymes and exploring interesting items such as a foil blanket and tubes of water and glitter. Staff play 'peepo' and babies giggle with delight as they repeat this again and again. Toddlers wake up gently from their nap and have a warm cuddle with a staff member as they get ready for the afternoon activities. They investigate toys that capture their interests. For example, children play with construction toys and tell staff about the models they make.

Staff understand children's learning needs well and provide activities that encourage their development. They have high expectations for all children's achievements, including those with special educational needs and/or disabilities.

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

- Leaders and managers have failed to have sufficient oversight of the nursery to identify significant weaknesses in safeguarding procedures. Managers have failed to follow procedures in relation to an allegation made against a member of staff. Additionally, managers have failed to follow the nursery complaints procedures to manage other concerns raised. This means that a number of issues have not been appropriately investigated to assure children's safety.
- Children's behaviour in the nursery is managed well in most cases. However, in the pre-school room, some staff do not explain to children why certain behaviours are unacceptable. For example, they tell them not to take other children's toys, but do not explain why sharing is important. Children in this room are not learning how to manage their own behaviour as quickly as possible.
- Generally, staff engage children's interests well. However, in the preschool room, staff do not always give children enough time to share their thoughts and ideas about an activity to fully extend their learning. Nevertheless, staff know all children's learning needs well and plan activities that support their good progress.

- Staff have built positive relationships with parents and encourage them to share in their children's learning. Parents report that they like being given ideas of activities to do at home to help encourage their children's development. They enjoy finding out about the things that their children are learning throughout their time at nursery.
- Staff help children to develop their literacy skills. All children enjoy exploring stories with adults who read to them using lively tones of voice. This helps children learn new words and find out about how to use books to gain information.
- Children enjoy finding out about the wider world around them. They explore the woodland areas in the garden where they can build with sticks, leaves and tyres. Toddlers become excited as they excavate dinosaur bones in a tray of sand. Staff help them compare them to the bones in their arms and they enjoy a lively discussion about why bones are hard and sand is soft.
- Staff encourage children's creativity. Children are developing lively imaginations as they draw and paint. Staff help children to draw 'treasure maps' and they discuss what the treasure might be. Children give examples such as 'stones' and 'lip gloss', as staff help them to draw their treasure.
- Staff mostly understand their roles and responsibilities. They report that they feel their workload is manageable and appreciate the opportunities to obtain new qualifications that are relevant to their roles. A number of staff are currently undertaking qualifications at level 3, in order to improve the quality of practice.
- Children learn how to promote their good health. For example, they discuss healthy food as they eat nutritious meals. They wash their hands before eating and after messy and outdoor play. Staff are positive role models who help children become independent as they learn to manage their own care needs.

Safeguarding

The arrangements for safeguarding are not effective.

A designated person for safeguarding has failed to follow the appropriate procedures following an allegation being made against a member of staff. This does not assure children's safety. Not all staff are aware of how to refer concerns about the behaviour of persons who work with children, in line with local procedures, to agencies with statutory responsibilities. Staff have some understanding of how to identify signs and symptoms of potential abuse or neglect and how to refer these appropriately.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage, the provider must:

	Due date
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<p>implement a policy in relation to child protection matters that is understood by all staff and ensure that all persons with designated responsibility for safeguarding are aware of how to follow the procedures in the event of allegations against members of staff</p>	<p>02/12/2019</p>
<p>ensure that all staff, including senior managers, are able to follow the written procedure for dealing with any concerns and complaints from parents or carers, and keep a written record of any complaints and their outcome.</p>	<p>02/12/2019</p>

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

- promote greater consistency of behaviour management in the pre-school room, to help children understand how to regulate their own behaviour
- support staff in the pre-school room to provide more consistently good teaching, to engage children more successfully in activities and promote their deeper engagement and thinking skills.

Setting details

Unique reference number	EY307712
Local authority	Hertfordshire
Inspection number	10127804
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 to 4
Total number of places	110
Number of children on roll	98
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01923 857585
Date of previous inspection	21 February 2017

Information about this early years setting

Busy Bees Day Nursery at Shenley registered in 2005. The nursery employs 26 members of childcare staff. Of these, 10 hold appropriate early years qualifications at level 2 or above, including one with qualified teacher status. The nursery opens from Monday to Friday, from 7.30am until 6.30pm, all year round, except for bank holidays. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Naomi Brown

Inspection activities

- The inspector toured the setting and spoke with the manager and deputy manager about the activities that they provide to support children's learning.
- The inspector carried out joint observations of practice with the manager and the deputy manager.
- The inspector spoke to children and staff at appropriate times during the inspection to gather their views about the nursery.
- The inspector spoke to parents of children who attend the nursery to consider their views.
- The inspector reviewed some documentation related to management of the nursery, including evidence of staff suitability checks.
- This inspection was carried out as a result of a risk assessment, following information received about this provider.

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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