

# Inspection of Busy Bee's Kindergarten

Gig Mill Methodist Church, Glebe Lane, Stourbridge, West Midlands DY8 3YG

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Inspection date:

8 December 2022

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## **Overall effectiveness**

**Inadequate**

The quality of education

**Inadequate**

Behaviour and attitudes

**Inadequate**

Personal development

**Inadequate**

Leadership and management

**Inadequate**

Overall effectiveness at previous inspection

Outstanding

## **What is it like to attend this early years setting?**

### **The provision is inadequate**

Children are not properly safeguarded in the kindergarten. Staff do not have an up-to-date knowledge of safeguarding issues. They do not know how to identify and respond to signs of possible abuse in an appropriate way. The provider has failed to maintain records of the vetting checks completed for staff to assess their suitability to work with children. Some areas used for childcare are unsuitable, which impacts on the health and safety of children.

That said, children generally arrive happily at the kindergarten. They independently put their belongings away and choose from the vast range of activities and resources available to them. Some children join in with making a train and talk to staff and their peers about their experiences of places they have visited. They show confidence in approaching new people and initiate sharing books and stories with them. However, the teaching from staff is inconsistent, and some children spend their time occupying themselves. For example, some children, including those with special educational needs and/or disabilities (SEND), lack engagement from staff. They spend long periods of time wandering aimlessly around the environment. As a result, children's initial positive attitude towards learning rapidly decreases and they become complacent in standing in the same areas. Staff do not plan experiences for all children that encourage them join in with activities and make the progress that they are capable of.

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

- The quality of provision has significantly declined since the last inspection. The manager does not have a good enough oversight of the quality of provision and of staff's knowledge and skills. They have not identified that some staff have a poor knowledge of safeguarding issues and procedures. Consequently, the manager is not alert to some of these weaknesses in order to make the necessary improvement.
- The manager has failed to ensure that information and records are made available for inspection upon request. Some records, specifically relating to the recruitment and vetting checks completed for staff, are not made available to demonstrate that they have been maintained. This means that children may not be properly safeguarded.
- The quality of education that children receive is poor. Staff lack knowledge about how to sequence children's learning and cannot identify what each child needs to learn next. As a result, activities that staff provide for children do not have a clear focus on what they want them to learn. Although some children happily join in with these activities on offer, they are not being supported to make good enough progress in their learning and development.
- Children generally behave well, however, on occasions, they become bored and

occupy themselves. For example, they take toys off their friends or wander around the environment. Staff do not always notice when children use scissors, which are intended for another activity, to cut baubles off a Christmas tree. They do not always redirect children's play and learning quickly enough to help them maintain concentration.

- The monitoring of staff's knowledge, skills and practice is not effective. Staff do not receive regular supervision opportunities with managers to discuss any issues they may have. The manager has identified where some improvement is required regarding staff's teaching and practice. However, they have not taken prompt action to address this and help them to improve their personal effectiveness.
- There is not enough support for children with SEND. Although managers have applied for external support for these children, children's key persons do not always understand their needs. They have not identified sharply enough how they can help children to make some progress in their development while attending the kindergarten, and are reliant on waiting for external help. This means that children are not being supported to close gaps in their learning as quickly as they could be.
- The manager has not ensured that the premises used for childcare are safe and fit for purpose. Children use a large hall for physical play, where they practise running around and riding bikes. However, the floor is particularly dirty because of dust rising through it. The manager recognises that the floor cannot be cleaned properly but has not taken any steps to protect children's health, safety and well-being.
- Staff talk to children about the food they eat and help them to understand that fruits and vegetables are healthy. Children learn how to manage their own hygiene because staff encourage them to wash their hands after using the toilet or before eating. However, staff do not ensure that children are provided with access to outdoor activities daily. Some staff report that children have not accessed the outdoor area on a regular basis for several months, which impacts on children's well-being.
- Parents are very complimentary about the kindergarten. They state that their children love attending and happily speak about the staff and their friends at home. Parents say that they receive a wealth of information through daily hand overs and newsletters about their child's time at the kindergarten.

## Safeguarding

The arrangements for safeguarding are not effective.

Staff do not receive adequate training to ensure that they have a sufficient knowledge of safeguarding issues that children may be at risk of. They do not understand their responsibility to protect children from radical or extreme views and lack awareness of abuse that is specific to females. Staff do not understand the correct procedures to follow if they have concerns about a child or the conduct of another member of staff in order to keep children safe. Although the manager can explain procedures for the recruitment and vetting of staff working in the

kindergarten, they have not ensured that records of this information are maintained and made available upon request.

## What does the setting need to do to improve?

**The provision is inadequate and Ofsted intends to take enforcement action.**

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

	Due date
provide all staff with training to ensure that they have an up-to-date knowledge of safeguarding issues in order to identify and respond to signs of possible abuse and neglect and understand the procedures to follow to report any concerns they may have in an appropriate and timely way	06/01/2023
maintain an accurate record of the vetting processes that have been completed for all staff, including details of the enhanced criminal records check obtained	06/01/2023
ensure that all required information and records are held securely and are easily accessible and made available upon request	06/01/2023
implement effective arrangements for the supervision and monitoring of staff to ensure that all staff receive regular opportunities to discuss sensitive issues and receive coaching and training opportunities to improve their teaching and personal effectiveness	06/01/2023
make sure that all areas of the premises used by children are clean, hygienic and fit for purpose to ensure children's health, safety and well-being	06/01/2023

ensure that there are appropriate arrangements in place to support children with special educational needs and/or disabilities	06/01/2023
provide all children with outdoor activities on a daily basis to promote their well-being.	06/01/2023

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

	<b>Due date</b>
identify appropriate next steps for every child's learning and plan effectively to provide children with interesting and challenging activities and experiences that support them to make progress in their learning and development.	31/01/2023

## Setting details

<b>Unique reference number</b>	EY271261
<b>Local authority</b>	Dudley
<b>Inspection number</b>	10266531
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Sessional day care
<b>Age range of children at time of inspection</b>	2 to 4
<b>Total number of places</b>	30
<b>Number of children on roll</b>	24
<b>Name of registered person</b>	Haynes, Joanne
<b>Registered person unique reference number</b>	RP909574
<b>Telephone number</b>	07729 256 082
<b>Date of previous inspection</b>	13 March 2020

## Information about this early years setting

Busy Bee's Kindergarten registered in 2003. It is located in Stourbridge, Dudley. The kindergarten opens Monday to Friday during school term times. Sessions are from 8am until 4pm on Monday and Friday and from 8am until 1pm on Tuesday, Wednesday and Thursday. The kindergarten has five members of staff employed, all of whom hold relevant qualifications at level 2 or 3. The kindergarten is in receipt of early years education funding for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Lisa Bennett

## Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The manager and inspector completed a learning walk to gather information about how the provision and curriculum are organised.
- The manager and inspector carried out a joint observation to evaluate the effectiveness of teaching.
- Parents spoke to the inspector and gave their views of the kindergarten.
- The inspector observed the quality of teaching to assess the impact of this on children's learning.
- The inspector spoke with the manager about the leadership and management of the setting.

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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