

# Inspection of Baby Bears Day Care

128 Dunthorne Way, Grange Farm, MILTON KEYNES MK8 0LW

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Inspection date: 2 March 2023

## **Overall effectiveness**

## **Requires improvement**

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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

Good

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

### **The provision requires improvement**

Overall, children receive care and education that meets their needs. However, staff are not fully aware of how to offer a curriculum that helps all children to make good progress in their learning and development. Despite this, children enjoy attending the nursery and show their interest and excitement in the activities on offer. Children like to explore different materials, such as digging in the earth and crunching cereals in their hands. They have opportunities to make choices about where and how they play and this helps them to stay motivated.

Staff know children well and help them to explore their interests. Children are developing into confident talkers who enjoy having conversations with each other and the adults who care for them. On occasion, young children do not have sufficient warning from staff of imminent care practices and this does not promote their well-being. However, generally, children show that they are content at the nursery. They are forming close bonds of attachment with the adults who care for them and separate from their parents with confidence. The provider does not fully implement some measures that help keep children safe at the nursery and this could undermine their sense of security. Children behave well and staff encourage them to learn how to play sociably. This helps to create a calm atmosphere at the nursery.

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

- The provider does not complete the process of providing Ofsted with required information about directors who have responsibility for the setting. As a result, suitability checks are not in place for these individuals. Although this is a risk, it is minimal as these individuals do not have day-to-day contact with children.
- Staff are not vigilant in maintaining risk assessments in the outdoor area. In the garden, there are loose masonry nails and disused items are not swiftly disposed of. Therefore, some areas that are infrequently used by children are not suitably maintained for their play.
- Although the manager has some plans for the curriculum, staff are not aware of these. Staff are not clear about the curriculum intent and how they can implement it. Consequently, children do not have a cohesive plan in place to build on their development. Despite this, staff engage positively with children and provide activities that they enjoy.
- Children who speak English as an additional language make good progress. Staff recognise how to meet their needs and provide them with opportunities to hear English. For example, they read short, simple, repetitive stories which appeal to children and stimulate them to copy the words they hear. All children enjoy singing songs and rhymes, which helps to expand their vocabulary.
- Staff manage children's medical needs extremely well. There are comprehensive

care plans in place and staff are highly alert and aware. They have undertaken training to fully understand what support children need and are confident to ensure that all children are fully included in nursery life.

- The provider organises the setting suitably. There are always qualified staff deployed effectively to meet children's needs and keep them safe, especially during mealtimes. The provider is aware there are areas of practice that need improvement and is positive about implementing changes to improve quality.
- Staff use changes in the routine as an opportunity to engage children. When tidying up for lunchtime, staff turn this into a game and children are eager to take part. Therefore, children have meaningful activities throughout the day and staff encourage them to look after their learning environment and be responsible.
- On occasion, staff do not give babies warning of changes to their routine and when they need to have care practices carried out. Consequently, babies are not prepared and this disrupts their engagement in activities.
- Staff supervision and support is not always fully effective in helping the provider to have a good overview of staff's professional development needs.
- Information is shared regularly with the parents. However, some parents feel that they would like more information to help them to support children's learning and development at home.

## Safeguarding

The arrangements for safeguarding are effective.

All staff are fully aware of their responsibilities to keep children safe in their care. Staff are vigilant in supervising children. There is a clear process for staff to follow should they have a concern about children's welfare. Those who have lead responsibility for safeguarding at the nursery understand how to work effectively with the local safeguarding partners. The manager understands about local and national safeguarding issues and ensures that staff have suitable training to remain alert to any indicators that children are at risk of harm. There are effective measures in place to maintain a hygienic environment for children.

## 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 that Ofsted is provided with information to enable them to check the suitability of individuals who are part of the nursery's leadership	31/03/2023

carry out effective risk assessments in the outdoor area to identify and minimise any potential hazards to ensure that this is always safe and suitable for children's play	31/03/2023
improve staff awareness of the curriculum intent so that they fully understand how to implement a purposeful curriculum that promotes children's good development.	31/03/2023

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

- provide babies with more sensitive care that considers their well-being and awareness of when changes are about to happen
- develop staff supervision, training and support so the provider and manager can identify staff needs and develop plans to enable them to promote staff's personal effectiveness
- share more precise information with parents about children's learning so that they know how they can better support children's development at home.

## Setting details

<b>Unique reference number</b>	EY437179
<b>Local authority</b>	Milton Keynes
<b>Inspection number</b>	10278951
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 4
<b>Total number of places</b>	60
<b>Number of children on roll</b>	54
<b>Name of registered person</b>	Baby Bears Day Care Limited
<b>Registered person unique reference number</b>	RP530131
<b>Telephone number</b>	01908501032
<b>Date of previous inspection</b>	3 October 2018

## Information about this early years setting

Baby Bears Day Care registered in 2011. The nursery employs 12 members of childcare staff. Of these, eight hold appropriate early years qualifications at level 2 and above. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Hayley Marshall-Gowen

## 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.
- This inspection was prioritised following a risk assessment process.
- The inspector discussed the intent of the curriculum and observed its implementation during activities indoors and outdoors, and assessed the impact this has on children's learning.
- A joint observation was completed and discussed with the manager.
- The inspector held a meeting with the manager and the provider. She looked at relevant documentation, such as evidence of the suitability of staff working in the nursery.
- The inspector spoke with staff and children at suitable times throughout the inspection.
- Parents were invited to share their views with the inspector. Several parents discussed their views during the inspection and the inspector took account of all feedback received.

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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