

# Inspection of Busy Bees Uttoxeter.

Midway, Uttoxeter ST14 7PG

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Inspection date: 9 May 2023

<b>Overall effectiveness</b>	<b>Inadequate</b>
The quality of education	<b>Inadequate</b>
Behaviour and attitudes	<b>Inadequate</b>
Personal development	<b>Inadequate</b>
Leadership and management	<b>Inadequate</b>
Overall effectiveness at previous inspection	Outstanding

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

### **The provision is inadequate**

Children's welfare is comprised due to significant breaches in safeguarding requirements. Leaders and staff do not always recognise and respond appropriately to child protection matters in a timely manner. This puts children at risk of harm. That said, children are forming relationships with staff and settle in their presence.

Leaders and staff do not have high enough expectations for all children. Staff have a poor understanding of how to promote children's understanding of good behaviour. At mealtimes, older children bang porcelain plates and metal cutlery on the tables, which poses a risk to their safety. Children quickly get bored as they wait a long time for their food. Staff fail to intervene and help children to learn how to behave well. They do not support children to resolve conflicts with their peers. At times, this puts children at risk of getting hurt. It does not prepare them well for their eventual move to school.

That said, some children enjoy some of the activities on offer. They are keen to explore sand in a tray and gently feel the texture of shells. Children are developing their independence. Older children carefully pour their own drinks from a water jug. Some children put on their own coats to get ready to go outside. Children enjoy pretending to row in cardboard boats in the garden. They sing along to familiar nursery rhymes. This helps to build their confidence, imagination and communication skills.

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

- Leaders and staff do not fulfil their role and responsibility to safeguard children. For example, they fail to make timely referrals to local safeguarding partners when there are concerns about children's welfare. Weaknesses in the overarching safeguarding procedures mean children's safety and well-being is compromised.
- Leaders do not keep and maintain accurate records, particularly regarding safeguarding information. Some records are incorrect or missing vital details. This means it is difficult to ascertain who made referrals and when they were made. This impacts on the safe and efficient management of the nursery and the safeguarding of children.
- Leaders demonstrate some intentions for the nursery curriculum. However, they do not ensure that all staff understand how to implement it effectively. Children spend long periods at group activities that do not meet their individual needs. Children disengage quickly, and young children become upset. Children then tend to wander with little meaningful interaction from staff. This means children are not challenged enough and are not making the progress they are capable of.
- Leaders fail to implement effective behaviour management procedures. Staff's

understanding of techniques to manage children's behaviour is inconsistent and ineffective. Therefore, children do not develop an understanding of what is right and wrong. For example, staff do not teach children how to use manners or how to communicate politely with others.

- There are suitable arrangements for children with special educational needs and or disabilities. Staff work well with other professionals to get the early and ongoing support they might need. Staff know these children well and set them specific targets. These are shared regularly with their parents. This means parents can help consolidate learning at home.
- Parents generally speak positively about the nursery. They say their children are happy and have made progress with their communication skills. Parents are satisfied with the information they receive on a day-to-day basis.
- Children eat a balanced and nutritious diet. They have access to fresh drinking water. There are effective systems in place for allergy management. Staff use a colour-coded system of aprons and plates. This helps to keep children safe and avoids cross-contamination of allergens.
- Staff make regular checks of the safety of the environment. Areas are clean and hygienic. Staff effectively risk assess the garden areas before moving outdoors. All children enjoy daily fresh air and outdoor play. Staff count children in and out of rooms to ensure they remain safely accounted for.

## Safeguarding

The arrangements for safeguarding are not effective.

Weaknesses in safeguarding mean children's safety cannot be assured. Leaders and staff fail to follow the correct procedure when concerns arise about children's welfare. Referrals to local safeguarding partners are not always completed in a timely manner. This puts children at potential risk of harm. Poor record keeping of such incidents further impacts on the risks to children. However, staff know the signs and symptoms to look for when concerned about a child's welfare. There are robust recruitment procedures in place. Ongoing suitability checks are implemented to help ensure that people working with children remain safe to do so.

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

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

	<b>Due date</b>
implement an effect policy and procedure to safeguard children	09/06/2023
ensure that all staff fully understand their role and responsibility to safeguard children	09/06/2023

ensure that all information and records are clear, accurate and sufficiently detailed, with particular regard to records relating to safeguarding	09/06/2023
support staff to recognise and respond to children's behaviour so that children develop an understanding of expectations and how to keep themselves and others safe	09/06/2023
improve the use of planning so that all children are provided with suitably challenging activities and experiences that take account of their individual needs	30/06/2023
implement the curriculum effectively so that all children are supported to make good progress in their learning and development.	30/06/2023

## Setting details

<b>Unique reference number</b>	EY547298
<b>Local authority</b>	Staffordshire
<b>Inspection number</b>	10287758
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 5
<b>Total number of places</b>	77
<b>Number of children on roll</b>	126
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Telephone number</b>	01889 562089
<b>Date of previous inspection</b>	2 December 2019

## Information about this early years setting

Busy Bees Uttoxeter registered in 2017. The nursery employs 27 members of childcare staff. Of these, 24 hold appropriate early years qualifications at level 2 to level 5, including one with qualified teacher status. The nursery opens from Monday to Friday, all year round, except for bank holidays. 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

Katie Rudge

## 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 carried out as a result of a risk assessment, following information received about the provider.
- The deputy manager, manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector spoke to several parents during the inspection and took account of their views.

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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