

Inspection of Busy Bees Day Nursery at Cheam

261 Malden Road, Cheam, Sutton, Surrey SM3 8ET

Inspection date: 18 December 2023

Overall effectiveness	Good
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The quality of education	Good
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Behaviour and attitudes	Good
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Personal development	Good
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Leadership and management	Good
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Overall effectiveness at previous inspection	Good
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What is it like to attend this early years setting?

The provision is good

Busy Bees Day Nursery at Cheam continues to be a good nursery. This is partly because staff have high expectations for children's learning. They focus rightly on supporting children's language development to ensure that they achieve well. For instance, staff make effective use of stories and songs to widen children's vocabulary. Where children require additional support, they work closely with other professionals to meet children's needs. This helps children, including those with special educational needs and/or disabilities and who speak English as an additional language, to have good learning outcomes.

Staff are clear about their roles and responsibilities in keeping children safe. They remind children gently to use their 'walking feet' when playing indoors to minimise accidents. Children learn to follow instructions well. Staff encourage children to carry out manageable tasks to promote their self-help skills. For instance, at mealtimes, they empower children to eat independently and pour their own water. This gives children the confidence to do age-appropriate tasks for themselves. Children show that they are happy and motivated to learn.

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

- The manager works hard to ensure the smooth running of the nursery. She is passionate about her role and continues to evaluate their provision to identify strengths and areas for development. For example, the manager knows that staff have developed strong links with parents to help promote continuity in children's care and education. She is currently reviewing the outdoor curriculum to further extend children's physical skills.
- Staff use their accurate assessments to recognise emerging gaps in children's learning. For example, they are quick to identify when children are not progressing at a typical level for their age and stage of development. This is particularly beneficial to children with speech or social skills delay. Children make good progress from their starting points.
- Staff plan a wide variety of interesting activities to build on children's interests. They encourage younger children to explore toy animals and copy the sounds they make to raise their understanding of the world around them. In pre-school, staff help children to draw and paint festive pictures. This helps to develop children's love of art and design. Overall, children are engaged in their learning. However, there are times, particularly during transitions, when staff do not support children as effectively as possible. This means some children become fidgety and restless.
- Staff build on children's mathematical development effectively, particularly in the pre-school room. For instance, during role play, they teach children about the value of money and how to do simple additions. Children respond well to this

and delight in 'buying and selling' fruit and vegetables, which supports their creativity and imagination well.

- Staff have strong relationships with parents. They share all relevant information with parents to promote children's learning in the nursery and at home. This has a positive impact, such as on children's behaviour. The verbal and written feedback from parents is highly complimentary of staff. In particular, they praise the 'welcoming atmosphere' that staff have created and their 'excellent' communication skills.
- The nursery is well resourced with age-appropriate toys and equipment. This includes multi-cultural books, which help to raise children's awareness of diversity. In addition, staff organise a variety of cultural and religious events, such as Diwali, Eid and Christmas. These opportunities promote a greater understanding of people, families and communities beyond children's own experiences.
- Staff are very positive about their work and the management team. They appreciate the support and opportunities to gain higher qualifications. Some staff have received training that has helped to strengthen their relationships with the children. The impact of this is clear to see as children enjoy spontaneous cuddles with adults, which show their strong emotional bonds with them. However, staff training is not always focused sharply to further enhance their knowledge and skills.

Safeguarding

The arrangements for safeguarding are effective.

The manager has created a positive culture around safeguarding children. She is aware of the risks that children may face in the local community, such as if they are being exposed to domestic abuse. The manager ensures that there are clear procedures in place for staff to raise their concerns. This may include concerns about children's welfare or allegations against staff members. The manager follows the nursery's rigorous recruitment and induction procedures to help assess staff's suitability to work with children. Children receive good levels of supervision. This gives them a sense of safety and emotional security.

What does the setting need to do to improve?

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

- review the organisation of the daily routines to ensure that children remain focused, particularly during busy periods
- continue to support staff's professional development so that they can provide children with the highest possible level of care and education.

Setting details

Unique reference number	EY241497
Local authority	Sutton
Inspection number	10311981
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	1 to 4
Total number of places	88
Number of children on roll	103
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	020 8644 3654
Date of previous inspection	17 April 2018

Information about this early years setting

Busy Bees Day Nursery at Cheam registered in 2002 and it is located in the London Borough of Sutton. The nursery is open each weekday from 7.30am to 6.00pm, all year, except public holidays. There are 39 members of staff, 19 of whom have qualifications from level 2 to level 6. The nursery receives funding for the provision of free early education for children aged two, three and four years.

Information about this inspection

Inspector

Marisol Hernandez-Garn

Inspection activities

- This was the first routine inspection the nursery 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 nursery.
- The inspector viewed the provision and explored the safety and suitability of the premises with the manager. She talked to the manager about their curriculum and what they want children to learn.
- Parents shared their views on the quality of the provision through verbal and written feedback, which was taken into account.
- The inspector spoke with the manager and leaders about the management of the nursery. She looked at relevant documentation and reviewed evidence of staff's suitability and qualifications.
- The inspector spoke with staff and engaged with children at appropriate times during the inspection.
- The manager and inspector carried out two joint observations. They evaluated the impact of the activities on children's learning.

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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