

Inspection of Busy Bees at Stokenchurch

Lower Church Street, Stokenchurch, HIGH WYCOMBE, Buckinghamshire HP14 3TG

Inspection date:

5 March 2024

Overall effectiveness

Requires improvement

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

The procedures in place for monitoring staff's professional development are not effective, which means that weaknesses in their practice are not identified and targeted well enough. This reduces the level of support provided for children's learning. Staff do not ensure that the daily routine consistently meets the needs of individual children.

Children form positive relationships with their key carers. They stay close to staff when they are settling, and staff offer them reassurance and cuddles. Staff support children in developing good hygiene skills. They encourage children to wipe their nose and put the tissue in the bin. The chef provides children with a healthy, balanced meal. All staff know children's dietary needs well and implement procedures to keep them safe.

Staff encourage children to become independent. Children wash their hands after painting activities, and learn to self-feed and put the toys away. Staff provide opportunities for children to develop their physical skills. They mould the dough with their hands and use pegs to hang socks on the line. Children have regular outdoor play. They climb over bridges, ride bikes, and run around.

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

- The nursery has had a recent change to the management and several team members. The manager is supported by senior managers in taking on her role as the director of the nursery. All staff complete induction to help them to understand the policies and procedures, and their roles and responsibilities. Regular staff meetings enable the manager to share general information with staff. However, the procedures in place for the monitoring of staff practice are not fully effective.
- Staff have a suitable knowledge and understanding of safeguarding, which enables them to understand the procedures to follow to keep children safe. Security is good. Visitors must ring a bell to be greeted by a member of staff, who checks their identification before letting them in. Leaders and managers follow safer recruitment procedures to check that the staff working with children are suitable to do so.
- The staff know their children well. They observe children to identify their developmental needs and interests and use this to plan activities. Staff generally use the daily routine well to support children's learning. However, the organisation of mealtimes for babies does not meet their individual needs. They sit at the table and wait for long periods for the food to arrive, which leads them to become upset.
- Staff promote children's language skills sufficiently well. The nursery provides a

library, where children can borrow books to read at home. Staff read stories to children throughout the day. However, occasionally, the noise levels in the room make it difficult for children to listen to the story or concentrate on their play. Children enjoy joining in with singing songs. They become familiar with the actions and soon follow them with excitement.

- Generally, children have a positive attitude to learning. Children arrive happy and ready to start their learning. The 'Gruffalo' trail on their way into nursery, gives parents the opportunity to talk to their children about a familiar story. Children participate in a range of activities. However, on occasions, staff do not provide sufficient challenge, for example, to encourage children to extend the words they use. Children are supported by staff to be kind and caring towards their friends. Staff encourage children to develop good behaviour, and they offer lots of praise to children throughout the day.
- Parents receive good levels of communication. The nursery has recently begun to invite parents in to collect their children at the end of the day, which parents welcome. Useful information is available for parents to access when they collect their child, such as information about weaning and toilet training. This enables parents to be informed about how they can support their child at home. Staff work in partnership with other professionals, to enhance the support given to children with special educational needs and/or disabilities.

Safeguarding

The arrangements for safeguarding are effective.

There is an open and positive culture around safeguarding that puts children's interests first.

What does the setting need to do to improve?

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

	Due date
review and improve the supervision of staff practice, to identify where targeted support is required, provide mentoring and monitoring to raise the quality of teaching, and help staff to understand their roles and responsibilities	29/03/2024
improve the organisation of mealtimes in the baby room to ensure that children's needs are met and they are not left waiting for long periods to be given their food.	29/03/2024

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

- review the noise levels within the toddler room to ensure that the environment enables staff to support children's communication and language skills well.

Setting details

Unique reference number	EY292355
Local authority	Buckinghamshire
Inspection number	10335924
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	58
Number of children on roll	87
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01494 484 737
Date of previous inspection	11 April 2019

Information about this early years setting

Busy Bees at Stokenchurch registered in 2004. The nursery is open all day, Monday to Friday, throughout the year. The provider receives funding for the provision of free early education for children aged two, three and four years. There are 21 members of staff. The manager holds qualified teacher status, and 12 other members of staff hold childcare qualifications at level 3 or level 2.

Information about this inspection

Inspector

Maria Conroy

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.
- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- The manager and the inspector carried out a joint observation during a planned activity to support children's language skills.
- The inspector spoke with the senior management team about the leadership and management of the setting and provided updates throughout the day.
- The inspector observed the interactions between staff and children.

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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