

# Inspection of Busy Bees at Addlestone

3 Simplemarsh Road, Addlestone KT15 1QH

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Inspection date: 17 September 2024

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

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

### **The provision is good**

Leaders have high expectations for children to make good progress. Since the last inspection, they have provided staff with effective support to enable them to arrange a learning environment that meets children's needs. Children have access to a wide range of activities and resources to engage with, and staff follow children's interests to build on their development. For instance, when children show an interest in playing with the balls, staff spend time playing 'catch and throw', which helps children to practise their hand-eye coordination.

Children are supported to show good behaviour. For example, staff praise them when they follow instructions. Additionally, staff supervise children well, which enables them to respond quickly when children need help regulating their emotions. Staff provide age-appropriate support, which includes getting down to children's level and talking to them about their behaviour. Children show their understanding of how they are expected to behave by modifying their actions and showing kindness towards their friends.

Leaders support staff to promote children's safety. For instance, staff keep an accurate record of the number of children they have in each room. This is written on the board so all staff are aware of how many children are in. Additionally, all staff are trained to know how to respond in an emergency, which helps them to keep children safe.

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

- Since the last inspection, leaders have made lots of improvements to raise the quality of the service that children and their families receive. For instance, they have provided staff with targeted training and support to help them improve their interactions with children. Leaders monitor staff practice and identify strengths and areas for improvement. This enables them to give staff effective feedback to strengthen their teaching skills.
- Staff enjoy working at the nursery and are supported to understand their roles and responsibilities. They are given thorough inductions when they start at the nursery, which enables them to know what is expected of them. They also have regular one-to-one meetings with leaders, which helps to identify any training needs.
- Staff are friendly and warm towards children. For example, when children need emotional support, staff offer cuddles and reassurance. They talk to children about what will happen now and next, which helps them to prepare for changes in the daily routines. This helps children to settle and develop bonds with staff.
- Staff identify children's learning needs and plan engaging activities to support their next steps. For instance, they encourage children to strengthen their hand

muscles by giving them opportunities to scoop and mix ingredients to make mud cakes. Children enjoy the sensory experience of stirring their mixture and watching what happens as the ingredients mix together. Children focus their attention, which helps them to develop their physical skills.

- Staff arrange group activities well. They ensure that all children have opportunities to join in and share their ideas. Staff listen to what children have to say, which helps them to feel included. However, at times, staff do not consider how to extend activities to further promote children's development. They are sometimes too quick to give children the answers rather than encouraging them to work things out for themselves. This does not fully enable children to learn how to problem solve.
- Children benefit from opportunities to develop their communication and language skills. For instance, staff sing songs and read stories to them. Staff are animated as they carry out these activities, which helps children to remain engaged in the activity. Additionally, staff adapt how they communicate with children, depending on their age and stage of development. For instance, they use simple words with children who are less confident in their speech. This helps to promote children's language skills.
- Children are supported to become independent in their self-care. As they progress through the nursery, they are encouraged to do more things for themselves. For example, babies are supported to find their own water bottles when they are thirsty, while staff encourage older children to serve their own food at mealtimes. When children run out of water, staff encourage them to refill the water jugs at the low-level taps. This enables children to learn to manage their own needs.

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

- support staff to more consistently encourage children to problem solve for themselves and further extend their learning.

## Setting details

<b>Unique reference number</b>	2713882
<b>Local authority</b>	Surrey
<b>Inspection number</b>	10336004
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory 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>	113
<b>Number of children on roll</b>	77
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Telephone number</b>	01543 678 593
<b>Date of previous inspection</b>	13 February 2024

## Information about this early years setting

Busy Bees at Addlestone registered in 2022 and is located in Addlestone, Surrey. The nursery is open from 7.30am to 6pm, Monday to Friday, all year round. The nursery employs 15 members of staff. Of these, one holds a level 5, and ten hold childcare qualifications at level 2 and 3. The nursery provides funded early education for children aged nine months to four years.

## Information about this inspection

### Inspector

Hayley Kiely

## Inspection activities

- The manager and inspector completed a learning walk together of all areas of the nursery and discussed the early years curriculum.
- Staff spoke to the inspector during the inspection.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this has on children's learning.
- The inspector carried out joint observations of a group activity with the manager.
- Parents shared their views of the setting with the inspector.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

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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