

# Busy Bees Day Nursery at Hempstead

197 Hempstead Road, Hempstead, GILLINGHAM, Kent ME7 3QG



<b>Inspection date</b>	22 February 2019
Previous inspection date	11 July 2016

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Good</b>	<b>2</b>
	Previous inspection:	Good	2
Effectiveness of leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

## Summary of key findings for parents

### This provision is good

- Staff make good use of information about children's progress and development. They provide activities that challenge children and help them to make good progress in their learning.
- Children across all age groups are friendly, confident and secure, and staff build positive relationships with them.
- Children know the routines of the day well and confidently choose their own activities. The daily routine enables children to be independent and make choices.
- Staff are very positive role models who treat children with respect and care. They teach children to share and take turns. Children are very well behaved and develop positive social skills.
- Leaders and managers effectively monitor the educational programmes. They ensure that staff seek specialist support for children when needed.
- Although there are good supervision arrangements in place to support staff practice, a sharper focus on individual children would help improve the quality of teaching further across the setting.
- Occasionally, staff focus too heavily on introducing older children to concepts and ideas and do not allow time for children to think and process their own thoughts.

## What the setting needs to do to improve further

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

- strengthen arrangements for monitoring and supporting practice to help focus sharply on individual children and achieve the highest quality of staff teaching
- give older children more time to think, answer questions and share their own thoughts.

### Inspection activities

- The inspector observed the quality of teaching and the impact this has on children's learning.
- The inspector sampled planning and assessment records and a range of other documents.
- The inspector conducted a joint observation with the nursery manager.
- The inspector spoke to children, parents and staff to consider their views on the nursery.
- The inspector held a management meeting with the manager and regional director.

### Inspector

Linda du Preez

## Inspection findings

### Effectiveness of leadership and management is good

Safeguarding is effective. The well qualified and hardworking team are aware of their roles and responsibilities to keep children safe. They work well together and show an enthusiasm for their roles. Staff attend a range of training courses to support their professional development. Leaders have a clear picture of the progress of individual children and how well groups are achieving. They adapt the routines to focus on areas that will help children to catch up in their learning. For example, they noticed that some groups of children need more support in understanding and using mathematical language. They then planned for more resources to be available and provided support and training for staff. This support helps children catch up in their learning, in readiness for starting school.

### Quality of teaching, learning and assessment is good

Staff seek key information from parents and observe and assess children's learning well. They plan effectively, taking into account each child's interests and stage of development. Managers ensure that specific funding is put to good use to help children catch up in their learning. This targeted support provided for children is a particular strength. Staff promote all children's communication and language very well and their interactions with children are strong and positive. Babies enjoy songs and stories and older children talk confidently about their day.

### Personal development, behaviour and welfare are good

The nursery is clean, tidy and well organised, providing a safe and welcoming environment for children. Children are confident and staff help them to develop their independence. For example, children tidy up and prepare activities throughout the day and thrive on the opportunity to make a positive contribution to the nursery day. They develop healthy physical skills in the outdoor area. There are positive partnerships with parents and families and staff share useful information. Parents are very positive about the care and support their children receive. These good relationships help children to feel secure, settled and confident.

### Outcomes for children are good

Babies are very settled and secure. They crawl and walk around their room and help themselves to a range of exciting resources. They explore through their senses as they bang, shake and feel a range of textures and objects. When they need a cuddle, they seek and receive this from the caring staff. Toddlers confidently help to tidy and sweep up after lunch and delight in the praise they receive from staff. Older children are very friendly and sociable. They greet visitors and talk confidently about their day. They particularly enjoy learning in the well-resourced garden and develop a wide range of skills in readiness for starting school.

## Setting details

<b>Unique reference number</b>	EY408447
<b>Local authority</b>	Medway
<b>Inspection number</b>	10074458
<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</b>	0 - 5
<b>Total number of places</b>	76
<b>Number of children on roll</b>	89
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Date of previous inspection</b>	11 July 2016
<b>Telephone number</b>	01634 261156

Busy Bees Day Nursery at Hempstead registered in 2010. It was acquired by Busy Bees Nursery in 2014. The nursery opens five days a week from 7am until 7pm all year round. There are 16 members of staff. Of these, 13 have a recognised early years qualification between level 2 and level 6. The nursery receives funding to provide free early education to children aged two, three and four years.

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