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Busy Bees Day Nursery at Chandlers
Ford
Pilgrims Close
Valley Park, Chandler's Ford
Eastleigh
Hampshire
SO53 4SD

Our Reference EY225569

Dear Mrs Margaret Josephine Ann Randles

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Nikki Whinton, carried out a monitoring visit of your provision on 19/12/2013. This visit follows on from your inspection where the provision was judged to be inadequate.

Outcome of the visit

As a result of our inspection on 03/09/2013, we sent you a welfare requirements notice.

We also sent you two notices to improve. The welfare requirements notice required you to:

ensure that children have their needs met at all times through effective deployment of staff and improved organisation of the areas used at arrival times, with particular regard to the care of the babies;
develop the key person system and staff knowledge of this role to ensure that children's emotional well-being is supported and that they form secure attachments with their carers; and ensure that all practitioners use effective strategies to support learning that match children's individual needs. The welfare requirements notice had a completion date of 18 November 2013.

The notices to improve required you to:

improve the planning and guiding of activities by ensuring that practitioners reflect in their practice the different ways that children learn, and engage with others and their environment to enable them to become effective and motivated learners; improve systems for the supervision of staff to support, coach and train them, improve their personal effectiveness and ensure consistency across the staff team. The notices to improve had a completion date of 25 February 2014.

An inspector visited your provision on 19 November 2013 to monitor your progress.

The inspector discussed with your manager and management team the steps you had taken to address the action raised in the welfare requirements notice and notices to improve. The inspector spent time in the base rooms talking to staff and children, observing interactions and scrutinising documentation.

The inspector observed that you now had sufficient staff deployed in each room, including when the setting first opens in the morning. Alterations had been made to the base rooms, to improve the organisation of the provision, create more space for the children and define rooms for eating. Every child had a key person, whose role was to promote each child's individual needs. The inspector observed a calm, caring atmosphere, where most children were engaged in worthwhile activities that captured their interests.

You had put strategies in place to improve the staff's planning of activities to promote children's learning and development. Regular targeted support was being delivered by your training team. Local authority early years advisors were also providing positive input and arranging further training opportunities. You had reviewed the systems for the supervision of staff. Your manager was putting in place regular supervision meetings for all staff, to help inform their personal effectiveness and professional development.

However, the inspector observed that within the 'Tinies' room, the children's key persons were not available for the first hour the setting was open. As a result, the individual needs of each child were not being met, to ensure their emotional well-being was supported or to help them form secure attachments with their key persons. Staff supervision meetings were not yet imbedded in practice to promote staff development. Staff were not routinely using information from assessments to effectively plan activities across, in particular, the prime areas of the curriculum, to promote the next steps in each child's learning and enable them to become effective, motivated learners.

As a result, of the monitoring visit, we issued you with a welfare requirements notice that required you to; improve staffing arrangements, with particular regard to the care of the babies, in order that key persons are available to support children's emotional well-being and enable the formation of secure attachments with their carers. The welfare requirements notice had a completion date of 18 December 2013.

Having considered all the evidence, the inspector is of the opinion that at this time the setting is making satisfactory improvement overall.

Overall effectiveness of the improvement and outcomes for children

An inspector visited your provision on 19 December 2013 to monitor your progress.

The inspector discussed with your manager the steps you had taken to address the action raised in the welfare requirements notice.

The inspector found that you had put strategies in place to improve the staffing arrangements. Each child now had either their key person or buddy key person available to them throughout their day at your setting. As a result, staff who were well known to the children were present to form secure attachments and to help meet their differing individual needs.

Next steps

Having considered all the evidence the inspector is of the opinion that at this time:

- The setting has made satisfactory progress in addressing the points for improvement. The next visit will be a further monitoring visit.

I hope that you have found the visit helpful in promoting improvement in your setting. If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Susan Gregory HMI
National Director, Inspection Delivery