

Busy Bees Day Nursery at Rothamsted Lodge



Rothamsted Lodge, Hatching Green, Harpenden, Hertfordshire, AL5 2JS

Inspection date

10 June 2016

Previous inspection date

4 November 2013

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- Staff are not deployed well enough. This limits their ability to support children's learning effectively and, on occasion, monitor security procedures.
- Assessment of children's learning is not accurate. The identification of next steps in children's learning is not sufficiently focused on helping every child make the best possible progress in their learning.
- Variability in the quality of teaching means that staff do not consistently promote children's learning and development.

It has the following strengths

- The nursery environment is bright and inviting. Children have a wide range of activities to play with on a daily basis.
- Children are learning to be independent and meet their own personal needs. For example, young children access drinking water by themselves when they are thirsty.
- Children are given plenty of opportunities to play outside and develop their physical skills, for example, when riding scooters in the well-equipped garden.
- Staff support children who have special educational needs or disability well. For example, they communicate with other professionals and parents and use appropriate strategies to help children become familiar with going to school.

What the setting needs to do to improve further

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

	Due Date
■ review the deployment of staff so that children's learning needs are met and to ensure that the door security procedures are followed at all times	29/07/2016
■ strengthen procedures to ensure precise and consistent assessment of children's learning accurately identifies appropriate next steps for children.	29/07/2016

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

- improve the quality of teaching so that interactions between staff and children allow children to express their creative thoughts.

Inspection activities

- The inspector observed general play and routines in the base rooms of the nursery. She talked with the staff, parents and children at appropriate times throughout the inspection.
- The inspector looked at evidence of the suitability of staff members, and a range of other documentation. First-aid and safeguarding training certificates were viewed.
- The inspector held joint discussions with the manager, area manager and childcare and curriculum advisor in relation to observations of the children's play, learning and progress
- The inspector reviewed the provider's self-evaluation.

Inspector
Elke Rockey

Inspection findings

Effectiveness of the leadership and management requires improvement

A change in staffing means that not all adults are able to spend enough time with their key children. Therefore, children's learning needs and next steps are not well-known to their key person. The arrangements for safeguarding are effective. Staff can identify the signs and symptoms of abuse and know what action to take should they have a concern. Robust staff recruitment and induction procedures are in place to ensure staff are suitable to work with children and know their roles and responsibilities. The manager has a good understanding of how to improve the quality of teaching and is beginning to use supervision meetings and staff observations to support this. Staff are aware of their own individual targets and there are plans to train staff in the new electronic record keeping system. The management team regularly seeks the views of parents, staff, children and other professionals to help improve outcomes for children.

Quality of teaching, learning and assessment requires improvement

Children experience a mixture of good and weak teaching. For example, during the inspection, while staff set up a sticking activity, children simply watched and sucked their thumbs. When they do engage in the activities, some staff ask questions that children already know the answer to. At other times, staff extend the children's learning effectively. For example, when encouraging children to express their ideas about a wordless book, they asked the children questions with many possible answers. Assessment is not rigorous enough to build on children's interests and extend their learning at every opportunity. Children have a variety of mathematical opportunities. They match shapes and count accurately during play. Children use resources imaginatively such as washing a tricycle in the garden, pretending it is at the car wash.

Personal development, behaviour and welfare require improvement

The deployment of staff on the day of inspection meant that parent let in an unknown adult unchallenged. Despite this all children were safe. Management immediately reviewed procedures and reminded parents of their responsibilities. Staff support children to feel comfortable in the setting. Staff act as suitable role models as they encourage children to take turns and be polite. There are satisfactory range of activities to play with in the indoor and outdoor areas. These promotes children's positive behaviour. Children are learning what contributes to a healthy lifestyle. For example, they joined in a physical activity and discussed why they were 'puffed out' afterwards. Children enjoy freshly cooked meals each day and children's allergies and intolerances are carefully managed. Parents receive information about their child's day when they pick up their child and through the electronic system.

Outcomes for children require improvement

Children make steady progress in their learning. Due to the variability of the quality of teaching, not all children make the best possible progress from their starting points. As children play, they are taught new skills that will help them when they move on to school. They are able to dress themselves and listen to adults to follow instructions.

Setting details

Unique reference number	123606
Local authority	Hertfordshire
Inspection number	1053520
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	70
Number of children on roll	79
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	4 November 2013
Telephone number	01582 462533

Busy Bees at Rothamsted Lodge has been registered since 1993 and is on the Early Years Register. It is managed by Busy Bees Nurseries Limited. The nursery employs 18 members of childcare staff. Of these, seven hold appropriate qualifications at level 2 or above. The nursery opens Monday to Friday all year round. Sessions are from 7.15am to 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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