

Inspection of Busy Bees Day Nursery at Brighton

44-46 Harrington Road, Brighton, East Sussex BN1 6RF

Inspection date:

23 April 2025

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

Leaders have designed a curriculum intended to support children's learning. However, due to a number of staff changes, this is not yet embedded with all staff. In addition, changes to the leadership of the setting mean that not all staff have had effective support and coaching to enable them to fully understand their role and how to implement the curriculum.

Despite these weaknesses, staff know the children well, particularly those children with special educational needs and/or disabilities and those who speak English as an additional language. They take time to settle children in when they arrive and comfort children if they become upset. On the whole, children are happy and settled.

Overall, children behave well and staff support them to understand the behaviour expectations. For example, they encourage children to take turns and praise them when they do. Staff talk to children about using 'kind hands'. Staff organise activities to engage children and help them to develop their skills. For instance, staff support babies to explore dough. They provide a variety of tools, such as rolling pins and cutters, to choose from. Babies show enjoyment as they squeeze the dough in their hands. Children confidently access resources and happily join in with adult-led games as well as child-led play.

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

- There have been a number of changes to the leadership and staff team. Leaders recognise there are a number of changes they want to make to improve the quality of the provision. However, they have not had the time to implement these yet, such as effective supervision, support and coaching for staff. This means staff have not received coaching to improve their own practice or to check on their understanding.
- Overall, there are suitable procedures for the recruitment and induction of new staff. Leaders follow effective vetting processes to ensure that staff are suitable to work with children. However, not all staff have sufficient understanding of the English language. This means that, at times, some instructions are not fully understood by all staff.
- Although leaders are clear about the overall curriculum intent, it is not yet fully understood by all staff. Staff use curriculum initiatives to plan activities for children, such as introducing different emotions and encouraging children to use play dough to mould different facial expressions. However, the intended learning goals are often missed as staff incorporate other areas of learning that do not focus precisely on what children need to learn next.
- There are a lot of opportunities for children to be physically active. For example,

babies enjoy dancing to music. They smile and laugh as they jump and turn in circles. Older children ride on tricycles outside and are supported to climb up a wooden pirate ship. Staff deploy themselves well to ensure children's safety as they jump off low-level surfaces.

- Staff support children's language development well. They encourage children to take turns during a game of snap. Children turn the cards over and name the animals. Staff introduce new animal names to children, such as 'alpaca'. At mealtimes, staff talk to children about the food they are eating and the types of vegetables they can taste.
- Staff introduce a book of the week to help promote children's literacy development. Children engage well when staff read to them. Younger children cuddle each other as they sit for story time, and staff encourage them to consider others' feelings by asking if they want to be cuddled. This helps children to develop respect for each other from a young age.
- Staff know the children well, including newly recruited staff, and every child has a key person. However, not all parents have been made aware of who their child's key person is. In addition, parents are not aware of what their children are learning and how they can support this at home. Despite this, parents are happy with the care their children receive and say they are informed about their daily care 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 meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
implement effective supervision of staff to ensure ongoing support, coaching and mentoring	23/06/2025
ensure all staff working with children have sufficient understanding of the English language to fully understand instructions given to them.	23/06/2025

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

- support staff to understand the curriculum intent so that activities focus more precisely on the skills children need to learn next
- strengthen the communication with parents so that they know who their child's key person is and how to promote their learning at home.

Setting details

Unique reference number	EY486757
Local authority	Brighton and Hove
Inspection number	10401732
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Full day care
Age range of children at time of inspection	0 to 5
Total number of places	76
Number of children on roll	29
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01543 678530
Date of previous inspection	27 May 2022

Information about this early years setting

Busy Bees Day Nursery at Brighton registered in 2015. The nursery is part of the Busy Bees childcare group chain. It is open weekdays from 7.30am to 6.30pm, all year round. The nursery employs 12 members of staff, six of whom hold relevant early years qualifications. The setting is in receipt of government funding for the provision of free early education.

Information about this inspection

Inspector
Pippa Clark

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about the provider.
- The manager and the deputy manager discussed with the inspector the aims and rationale for their early years foundation stage curriculum.
- The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The manager and the inspector carried out a joint observation.
- Parents shared their views of the setting with the inspector.

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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