

# Bee Curious Nursery Day Care of Children

1 St Andrew Road  
Anstruther  
KY10 3HA

Telephone: 01333 310 004

**Type of inspection:**  
Unannounced

**Completed on:**  
27 August 2021

**Service provided by:**  
Mackie Enterprise Ltd

**Service provider number:**  
SP2019013326

**Service no:**  
CS2019375619

## About the service

Bee Curious Nursery registered with the Care Inspectorate on 30 August 2019. This is the service's first inspection.

The nursery is registered to provide an early learning and childcare service to a maximum of 26 children up to the age of 12 years. Of these 26 no more than 8 may be under the age of 2 years and no more than 6 may be of school age.

The service is located in Anstruther, a small village in Fife, and provides funded places for children aged over two years in partnership with Fife Council. Children have access to three open plan playrooms and an outdoor space located to the rear of the nursery. There are toilets which can be accessed directly from the playroom and there is a dedicated nappy changing room within the toilet area as well. Children sleep in a designated area of the playroom which is sectioned off from the play space. The nursery is close to a variety of local amenities as well as green spaces and the beach and harbour.

The nursery's aims and objectives include:

"Overall, our aim is to provide excellent quality childcare. We aim to allow, support, and encourage children to develop at their own pace with a focus on them accessing lots of opportunities for cognitive development, problem solving, resilience, social, emotional, language and physical development through play, wonder and curiosity. We will promote the use of everyday objects and loose parts to encourage open ended learning.

- To provide an informal and relaxed home from home atmosphere reflecting a caring and stimulating environment where children can learn through play and are given choice and variety which enables them to realise their potential.
- To create a caring environment which enables children to develop their personal and social skills and enjoy a full range of social activities.
- To encourage children to realise their potential by being involved in the development of the programme and activity planning.
- To provide a wide range of play opportunities.
- To recognise each child's needs and abilities.
- To ensure that all children and clients are always treated with dignity and respect.
- To provide a warm, informal, and relaxed atmosphere where friendly staff care for the children, providing them with a programme of activities which is both stimulating and developmental.
- To encourage children to develop self esteem, a strong sense of their own environment and respect for others."

We carried out an unannounced inspection of Bee Curious Nursery from Monday 23 August to Friday 27 August 2021. We undertook an onsite visit on Monday 23 August 2021 and continued the inspection using virtual technology. Feedback was provided to the staff team on Thursday 26 August 2021 and we also met with the manager and provider to conclude the inspection on Friday 27 August 2021. As part of the inspection process, we undertook the following:

- observations of children's play
- discussions with children
- video call contact with the manager, provider and staff
- email and phone contact with parents
- review of written evidence such as personal plans, policies, procedures and risk assessments
- review of communication evidence for families including emails and social media posts.

As part of this inspection, we took into consideration Key Question 5 - Operating an early learning and childcare setting (including out of school care and childminders) during Covid-19 with a specific focus on Quality indicator 5.2: Infection prevention and control practices support a safe environment for children and staff. We will report on the overall performance of this indicator in Theme 1 Quality of Care and Support.

We check services are meeting the principles of Getting it Right for Every Child (also known as GIRFEC), Scotland's national approach to improving outcomes and wellbeing of children by offering the right help at the right time from the right people. It supports them and their parent(s) to work with the services that can help them. There are eight wellbeing indicators at the heart of Getting it Right for Every Child: safe, healthy, achieving, nurtured, active, respected, responsible and included.

## What people told us

We saw 15 children when we visited the service. They were happy and confident, spending time in groups and making friends. Children especially enjoyed being outdoors and explored the garden area freely, supported by caring staff. Younger children were comforted when they were upset and they were given cuddles when they wanted this. Older children shared with their friends and enjoyed being in the company of both staff and other children. They were able to tell us more about the play experiences they had been involved in using floorbooks which showed photos of them learning new things. They told us:

"Look. That's me at the beach."

"I can do it by myself." (putting on wetsuit for outdoors)

"I was riding on my bike."

"I'm making a pie!"

"We found a worm. We're keeping it safe."

"I dug really deep in the mud to find the worm."

We asked the nursery to share an email request for feedback from parents and carers at the beginning of the inspection. We heard from five families and they were generally happy with the experience they were having in the nursery. They told us that the nursery was warm and welcoming and that they were kept well informed about how their children were cared for each day. They liked that the nursery was small and offered a quieter, 'home from home' nursery experience for their children.

They asked if they could have more time with staff to discuss their child's needs and get to know staff better. We reassured the service that parents could now visit the service and meet with staff in line with current Covid-19 restrictions and they were very keen to get plans in place as soon as possible. Their comments included:

"From the moment we made enquiries with the nursery Susan was extremely friendly and helpful."

"From the outset Susan and the team were quick to identify the individual needs of our children and have shown an interest in getting to know them."

"We were particularly pleased that the children were involved in developing the lunch menu; something which we feel is an important part of the nursery day."

"The things Bee Curious do very well are; nurturing the children, celebrating their staff, really playing with the kids and engaging with them, making the children feel safe and happy with good routines and consistent care, encouraging mental health and wellbeing through inclusion and a wide variety of activities."

"(My child) is very happy to go there now, he likes the food and every day he says that he had all his meals, he has some friends and he always talks about them."

"I really like that they are doing a lot of activities from baking to walks in the woods, picnics at the beach and playing in the park , drawing, painting , using leaves, stones, wood for artwork."

"My (child) has learnt so much and has developed a huge amount of confidence with more sensory play, thanks to the patience of the staff. The themes or role plays are usually influenced by the children, which my (child) loves and talks at length about at home. The adventures to the beach and forest are wonderful experiences and although my (child) was a little beach scared, they have worked hard to slowly encourage (them) to take shoes off and enjoy the sand play."

"I do miss having opportunities to go into the building to see the environment and a chance to meet the parents of his friends."

## Self assessment

A self-assessment was not requested before this inspection. We reviewed the service's improvement plan and quality assurance processes as part of this inspection. Our findings can be found under Theme 4 Quality of Management and Leadership.

## From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	4 - Good

## Quality of care and support

### Findings from the inspection

We found that children and families were experiencing a good standard of care and support.

Children were happy and confident, showing that they felt safe and secure. They were encouraged to be independent and also received appropriate support, in a respectful way, when they needed it. Staff were able to recognise when children were becoming upset and their emotional wellbeing was being well supported most of the time.

Each child was recognised by staff as a unique individual with significant strengths and specific areas for development. Staff met children's needs and offered care and support which helped them learn and develop at their own pace. Most of this information was recorded in children's personal plans, however, more detail could be added to ensure everyone understands the best way to support individual children. The service can now re-introduce meetings with families so they feel included in updating personal plans as well as reviewing their child's development in their personal learning journeys.

Children were able to follow their own interests and explore their own ideas through play. We asked the service to think about how children and staff could plan their play together more often, allowing children to lead on this while staff use their skills to make this more challenging, creative and engaging for children. This would support children to achieve their potential.

Children were safe and protected due to staff having a good understanding of what to do if they had a concern about any child's care, welfare or wellbeing. Staff recorded any significant incidents or concerns they had and we looked at ways to improve this record so that key themes were recognised quickly.

Mealtimes were relaxed and gave children the chance to spend time with friends and staff. The timing of lunches was well managed and meals available were healthy and well-presented. Children independently chose what to eat and this helped them to build a positive relationship with food, alongside baking and food play experiences.

We were satisfied that the service had appropriate infection control procedures in place to support a safe environment for children and staff. For example, we saw staff cleaning the environment frequently and the team had stayed vigilant around easing restrictions. We asked staff to ensure children always washed their hands at the right times.

## Requirements

Number of requirements: 0

## Recommendations

Number of recommendations: 0

Grade: 4 - good

## Quality of environment

### Findings from the inspection

We found that the quality of the environment was good.

Children were being cared for in a relaxed and welcoming 'home from home' environment. There was a nurturing and loving ethos which helped children and families feel respected and included. Children of all ages regularly mixed with each other and this helped children develop key skills and confidence, which families appreciated to support their child's development.

Children spent lots of time outdoors, both in the nursery garden and in the local area. They had the chance to explore a number of natural spaces which helped them to build their confidence, self-esteem and independence over time. Children were welcomed and respected in the local community. They showed a sense of pride and responsibility over where they lived, including when spending time at the beach or walking along the harbour.

Children chose from a good variety of resources, including natural materials and interesting objects. This supported their curiosity and creativity most of the time. There were different play spaces for them to choose from, for example, spaces to relax and rest alongside spaces to be creative and have fun with friends. We asked the service to continue adding more resources for children, especially in the nursery garden. This would support children to achieve their potential and develop skills for life.

There were key changes needed to the environment for children to have the most positive experience possible. The pandemic had impacted on how quickly the service was able to make changes, however, a clear plan was in place to achieve this in the coming months. Particular attention was being given to the toilets, nappy changing area and flooring and we agreed these were the main priorities to create a safer environment.

Children were kept safe by staff who understood how to assess risk and reduce the impact any hazards may have on children's health and wellbeing. This was supported by some effective risk assessments which detailed how to ensure children remained safe and healthy. Plans to review these risk assessments, including having children and staff help in developing them, would be positive. This development will help everyone understand and share their responsibilities in keeping themselves and others safe.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

## Quality of staffing

### Findings from the inspection

We found that the quality of staffing was good.

Children had strong and trusting relationships with staff and this had been achieved through the warm, caring and nurturing support they offered. Staff had children's best interests at heart and worked within the values of the service to create a positive, responsive experience for children and families. Children enjoyed spending time with staff and were comfortable in their company. Staff had worked together to share key tasks, ensuring they met children's needs throughout the day.

Some staff were still developing their confidence, knowledge and experience in early learning and childcare. However, more experienced staff and the management team offered guidance and advice when they needed it. There were regular opportunities for staff to discuss how children could be supported to reach their potential. This created a shared approach to ensuring children felt respected and included while also achieving. We discussed how feedback to staff could be improved to ensure they made clear links between theory and practice, as they develop in their careers.

Staff were keen to learn and develop and they had completed a number of training courses to help them learn new skills. They were aware of some best practice guidance and had used this to make changes to their practice. While staff took some ownership over making improvements to children's experiences, there was scope to make this more structured and recognise more fully the impact their work was having on children's outcomes.

Recruitment checks made sure that children were being cared for by staff who were appropriate for their roles. The management team made sure that they introduced staff in a structured way which included offering feedback on how they interacted with children as well as ensuring they were happy at work. We recommended that the service look at the Scottish Government's ELC National Induction Resource which would help them to cover all significant aspects of practice with staff when they start in the service.

### Requirements

**Number of requirements:** 0

### Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

## Quality of management and leadership

### Findings from the inspection

We found that the quality of management and leadership was good.

Children and families benefitted from the passion and commitment of the management team. They made parents and carers feel welcome and supported from the start and ensured they were included and respected. This helped to reassure families that the service was well managed. Families told us they could approach the nursery with any concerns or suggestions they may have and that these would be responded to quickly.

Staff found the management team approachable, friendly and supportive which helped to create a positive and happy environment for all. Staff were open, honest and respectful to each other and this was role modelled by management.

A plan was in place to help the service improve and develop what children and families experienced over time. The management team spent lots of time in the play space, offering timely feedback to staff so that experiences for children were improved quickly and efficiently. Planned longer term improvements linked well to promoting better outcomes for children and families as well as best practice; for example, plans to create free flow access to the outdoor space.

The management team were knowledgeable about what works well in early learning and childcare, and focussed on learning through play. We asked the service to consider how they could communicate their improvement journey in a way which included children, families and staff more and showed a measurable outcome of any improvements made. This would further develop a culture of continuous improvement and support everyone to understand the successes, achievements and progress of children's outcomes and experiences.

There were some good systems in place to keep families up to date with what was happening in the nursery, including seeing what their children were experiencing each day during the pandemic through Facebook, for example. Parents and carers had access to relevant policies and procedures which helped them to understand more about the nursery and how it was run. We asked the service to add more detail to some key policies so that these offered clear and consistent information, including in child protection. A new draft medication policy was developed during the inspection and this should now be implemented in line with best practice guidance.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

**What the service has done to meet any requirements we made at or since the last inspection**

## Previous requirements

There are no outstanding requirements.

**What the service has done to meet any recommendations we made at or since the last inspection**

## Previous recommendations

There are no outstanding recommendations.

## Complaints

There have been no complaints upheld since registration.

## Enforcement

No enforcement action has been taken against this care service since registration.

## Inspection and grading history

This service does not have any prior inspection history or grades.

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