

Busy Bees @ East Kilbride Day Care of Children

Lymekilns Road
Stewartfield
East Kilbride
Glasgow
G74 4RR

Telephone: 01355 260 665

Type of inspection:
Unannounced

Completed on:
12 December 2025

Service provided by:
Busy Bees Nurseries (Scotland)
Limited

Service provider number:
SP2003002870

Service no:
CS2003006707

About the service

Busy Bees @ East Kilbride is a day care of children service in a suburban area in Lanarkshire. The early learning and childcare service is in partnership with South Lanarkshire Council to provide commissioned places for children aged between three and five years and eligible two year olds.

The service can accommodate a maximum of 90 children not yet attending primary school at any one time. This includes no more than 27 children aged under two years, no more than 20 children aged two years to under three years and no more than 43 children aged three years to those not yet attending primary school full time. At the time of our inspection there were a total of 55 children present

The accommodation consists of four playrooms, a sensory and a story room. Outdoor play spaces are accessible from playrooms. There is changing and toilet facilities for children and office, catering, staff facilities and a family room. The service is close to schools, transport routes, shops and community services.

About the inspection

This was an unannounced follow up inspection which took place on 12 December 2025. The inspection was carried out by two inspectors from the Care Inspectorate. The inspection focused on the requirement and areas for improvement made during the previous inspection which took place on 9 September 2025. We evaluated how the service had addressed these to improve outcomes for children.

To prepare for the inspection we reviewed information about this service. This included previous inspection findings, registration information, information submitted by the service and intelligence gathered since the last inspection. In making our evaluations of the service we:

- spoke with children using the service
- spoke with management and staff
- observed practice and staff interactions with children
- reviewed documents.

Key messages

- Staff were deployed appropriately to ensure children's safety and to meet their individual needs.
- Effective quality assurance processes were in place and had contributed to improvements in practice.

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

Requirements

Requirement 1

By 1st December 2025, the provider must ensure that children are safe and their needs are met through effective staff deployment.

To do this, the provider must, at a minimum:

- (a) ensure that staff are deployed in a way that supports them to meet children's needs
- (b) ensure that staff supervise children to ensure their safety, particularly during times of transition
- (c) ensure staff communicate and seek extra support when a task takes them away from their role of caring for children.

This is in order to comply with section 7(1)(a) of the Health and Care (Staffing)(Scotland) Act 2019.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS), which state, 'My needs are met by the right number of people' (HSCS 3.15).

This requirement was made on 9 September 2025.

Action taken on previous requirement

Management had undertaken a review of staffing plans to support with meeting children's individual needs and to improve consistency of care. This had resulted in changes to staff working patterns, with each playroom allocated two staff members scheduled to work from 07:30 and two staff members to 18:00. An additional member of staff had also been allocated to the three to five room for one day of the week. Management and staff were monitoring children's attendance patterns and making adjustments to staffing plans as necessary to accommodate the numbers and needs of children.

Staff were deployed across different areas within the playrooms to provide effective supervision of children during their care, play, and learning. Individual needs of children were being met, with staff providing appropriate support and comfort when required. Continued improvements could be made to the deployment of staff to ensure all children and their families are warmly welcomed into the three to five playroom. We observed not all children and families were greeted by a staff member engaging in conversation or asking how they were.

Staff demonstrated awareness of children's movements and provided support during transitions between indoor and outdoor environments. We observed examples of communication and team working taking place between and within play spaces. Staff were regularly communicating when tasks took them away from their role of caring for children. Staff used radio communication to share information. We observed staff informed each other of children's arrival to the service and the numbers of children in attendance. This supported children's safety and wellbeing.

Transitions between rooms within the services was supported by using Safety, Inspect, Monitor, Observe, Act procedures (SIMOA). We observed staff guiding children through transitions, such as moving between the elephant pictures on display in the service. This approach promoted safety and contributed to both staff and children being aware of expectations during transitions.

The requirement had been met.

Met - within timescales

What the service has done to meet any areas for improvement we made at or since the last inspection

Areas for improvement

Previous area for improvement 1

To improve outcomes for children, quality assurance systems should be developed further to assess and improve the quality of the provision in line with best practice. This should include but not be limited to auditing and monitoring of staff deployment, communication and the supervision of children.

This is to ensure care and support is consistent with Health and Social Care Standards, which state, 'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

This area for improvement was made on 9 September 2025.

Action taken since then

Effective quality assurance systems were in place to monitor and audit staff deployment, communication and supervision of children. These processes identified both strengths and areas for improvement. Constructive feedback was provided to staff, supporting ongoing professional development and contributing to improved outcomes for children.

Staff had engaged in continuous professional development, including SIMOA training, which provided opportunities for reflection and improvement in practice. To strengthen processes, it would be beneficial to record clear outcomes of for example answers to quizzes. This would confirm all staff had responded appropriately or where staff may benefit from additional training or support.

The area for improvement had been met.

Previous area for improvement 2

To support children's protection, safety and wellbeing the provider should ensure they fulfil their duties of reporting information to regulatory bodies in accordance with guidance and procedures.

This is to ensure care and support is consistent with the Health and Social Care Standards, which state, 'I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational goals' (HSCS 3.14).

This area for improvement was made on 9 September 2025.

Action taken since then

This area for improvement has not been assessed and remains in place.

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

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