

Inspection of Bambooh Bicester

Hendon place, Sunderland Drive, Bicester OX26 4YJ

Inspection date: 11 March 2025

Overall effectiveness	Inadequate
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The quality of education	Inadequate
Behaviour and attitudes	Inadequate
Personal development	Inadequate
Leadership and management	Inadequate
Overall effectiveness at previous inspection	Not applicable

What is it like to attend this early years setting?

The provision is inadequate

The provider has been unable to recruit and maintain a stable staff team and this has a detrimental impact on both the quality of the provision and the experiences of children and their families. Staff are unable to put the curriculum into action effectively due to staffing arrangements. Children's safety is compromised at the setting. This is because risk assessments are ineffective and safeguarding arrangements are weak. Babies do not consistently have a key person caring for them who knows them and their needs well enough. These inconsistencies mean that parents do not know who is caring for their children and children do not benefit from forming close attachments with a key person.

Despite these serious weaknesses, children behave well and, overall, they are content and settled. During the inspection, crying was minimal, and staff responded quickly to children if they became upset. Babies and young children have adequate sleep to ensure that they are well rested. Babies freely move around their allocated area and older children enjoy playing outdoors. In the outdoor area, children enjoy observing the natural world, such as taking interest when they find a feather gently floating to the ground. Staff communicate with children to support their understanding.

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

- The provider places the overall responsibility for keeping children safe at the nursery on individuals who have not completed the correct process to check their suitability. This arrangement does not adequately ensure children's safety and welfare. Some required information relating to staff qualifications, training and suitability is not available at inspection as required. However, all staff, including new and inexperienced staff, know about safeguarding and recognise the signs and symptoms that babies and young children might be at risk of abuse. They understand how to raise concerns and how to work in partnership with local safeguarding partners.
- Risk assessments are not effective. In the baby area, hand gel and hand wash are left on the cupboard within babies' reach. This could pose a risk to their health if consumed. The provider does not identify risks at the front of the nursery where children wait in the morning. A solar panel wire had been stretched into a tree. Children ran into this, and it became tangled around their neck. The provider acted during the inspection to remove the wire. However, this, and the risk of chemicals in the baby area, were not identified during the daily premises checks.
- At times of the day, there are not enough staff available to care for children and staff are not always sufficiently qualified and experienced. At lunch time, although some children are sleeping, staff are stretched and unable to suitably

meet children's needs. For example, when staff must administer minor first aid to children, they cannot engage with the rest of the children. There are no other staff available to support them. Staff remove babies from climbing apparatus because there are not enough staff to supervise them as they move across the equipment. This inhibits their natural impulse to explore and climb as they begin developing their physical skills. Consequently, staff cannot deliver the curriculum effectively.

- Key-people arrangements in the baby area do not meet their needs. At some times during the week, staffing rotas mean that babies do not have any staff allocated to them as their key person. As a result, the staff who look after babies do not know them well. Babies do not experience settled relationships with staff due to changes in the staff team. Parents do not always know who the staff are that care for their children. They feel they do not have enough time to share information and talk about children's well-being when they drop them off at the nursery. This undermines their relationships with staff and confidence in the setting.
- Staff do not always fully understand the curriculum intent and how they can put it into practice. At times, the planned learning for children does not match children's needs. Less-experienced staff are uncertain about how to adapt the curriculum to meet all children's ages and abilities. As a result, children do not experience consistently good quality learning at the nursery.
- The provider acknowledges that there are significant areas of the nursery that need improvement. The provider is committed to improving the quality of the nursery, establishing a stable and well-qualified staff team and establishing better working partnerships with parents.

Safeguarding

The arrangements for safeguarding are not effective.

There is not 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
ensure that those with overall responsibility for safeguarding children are confirmed as suitable to fulfil this important role	01/04/2025

undertake effective risk assessments to ensure that any risks to children are removed or minimised and the environment is safe	01/04/2025
organise staffing so that ratios are met and there are always sufficient staff who are suitably qualified to keep children safe, meet their care needs and to deliver a suitably challenging curriculum	01/04/2025
improve the key-people arrangements to ensure that babies develop settled relationships with staff who know them and understand their needs	01/04/2025
ensure that required records and information are readily available for inspection	01/04/2025
establish respectful, professional relationships with parents to facilitate effective two-way flow of information between the setting and families to help support children's care, learning and development.	01/04/2025

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

- develop staff knowledge of the curriculum intent so they have sufficient understanding to provide children with good quality learning experiences that match their age and stage of development.

Setting details

Unique reference number	2783815
Local authority	Oxfordshire
Inspection number	10391692
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	1 to 4
Total number of places	43
Number of children on roll	37
Name of registered person	Bambooh Bicester Ltd
Registered person unique reference number	2783814
Telephone number	07957449162
Date of previous inspection	Not applicable

Information about this early years setting

Bambooh Bicester registered in 2024. The nursery employs seven members of childcare staff. Of these, four hold appropriate early years qualifications at level 2 and above. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The setting offers government funded places for children aged nine months to four years.

Information about this inspection

Inspector

Hayley Marshall-Gowen

Inspection activities

- The inspector discussed the intent of the curriculum and observed its implementation during activities indoors and outdoors and assessed the impact this has on children's learning.
- A joint observation was completed and discussed with the provider.
- During the inspection, the inspector held a meeting with the manager and the provider. She looked at some relevant documentation in relation to staff qualifications.
- The inspector spoke with staff and children at suitable times throughout the inspection.
- Parents were invited to share their views with the inspector. Several parents discussed their views during the inspection and the inspector took account of all feedback received.

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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