

Busy Bees Day Nursery at Heathrow



4 Ironbridge Road, Stockley Park, Uxbridge, Middlesex, UB11 1BF

Inspection date 15 July 2015
Previous inspection date 20 June 2012

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Good	2
The contribution of the early years provision to the well-being of children		Good	2
The effectiveness of the leadership and management of the early years provision		Good	2
The setting meets legal requirements for early years settings			

Summary of key findings for parents

This provision is good

- Staff promote children's communication and language development well. They make effective use of language programmes to guide them in planning practical activities to develop children's skills in listening, speaking and understanding. As a result, children are making good progress in their learning.
- Staff form good relationships with parents and provide consistent support for families, which has a positive effect on children's well-being.
- Management implements an effective programme of professional development to help staff improve their knowledge and practice. Therefore, staff attend ongoing training, such as ways to improve their communication with all age groups of children. Consequently, this helps to improve children's learning outcomes.
- Staff are secure in their knowledge of safeguarding children. They have undertaken relevant child protection training and are aware of the procedures to follow if they have any concerns about a child's welfare.

It is not yet outstanding because:

- Staff miss opportunities to fully engage children in learning while following some daily routine tasks, such as tidying away after mealtimes, which is prolonged at times. As a result, children become less engaged during this period.

What the setting needs to do to improve further

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

- review the organisation of routine tasks by reducing the time children spend waiting following mealtimes, in order to improve their overall experience and meet individual needs.

Inspection activities

- The inspector spent the majority of the inspection observing the children in the nursery and garden.
- The inspector sampled children's information and development records.
- The inspector held discussions with the manager.
- The inspector talked to parents to obtain their views about the nursery.
- The inspector and manager completed a joint observation of a focused activity.

Inspector

Jennifer Devine

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is good

Staff have a good understanding of identifying children's starting points in learning and conduct, using ongoing observations of their skills. Through comprehensive assessments, they plan and promote children's next steps of development. Overall, staff provide a rich and varied range of activities for all the age groups. For example, young children show great delight as they explore pouring and filling containers during water play. This supports their physical skills and mathematical learning. Older children demonstrate their readiness for school, as they learn to sit for extended periods of time during writing activities. Children develop good friendships and are able to listen to each other's ideas. Staff in the baby room spend quality time sitting with the babies and provide lots of interaction to support their early development. They are sensitive to children's needs and are responsive in identifying when young babies want to play or need to have a sleep.

The contribution of the early years provision to the well-being of children is good

Children build secure attachments with their key person. They are caring and sensitively help children to move between the various rooms as they grow and develop, and prepare them well for their move to school. Overall, staff know the children well and this enables them to talk about their families, to help promote their emotional well-being and security. Staff develop children's understanding of healthy lifestyles by providing healthy foods for snack time and promote children's physical exercise by encouraging them to take part in daily 'wake and shake' sessions. Additionally, children benefit from healthy and nutritious home-cooked meals and staff effectively promote their independence, resulting in all age groups of children being able to feed themselves.

The effectiveness of the leadership and management of the early years provision is good

Staff benefit from the strong leadership team that understands their responsibilities in meeting children's learning and development needs, and promoting their welfare. The manager regularly monitors the quality of the provision, including children's progress, in conjunction with outside agencies to close any gaps in learning. She ensures staff practice effectively supports the needs of all children. This includes thorough scrutiny of staff's understanding of keeping required records, such as those relating to all accidents, however minor. Overall, the manager uses effective process of self-evaluation to help identify areas for improvement. The manager implements thorough procedures for staff recruitment and rigorously observes staff performance through induction, regular supervision meetings and yearly appraisals. Parents speak very highly of the staff and the experiences their children have. They positively comment on their children's progress and know their children are happy to attend the setting.

Setting details

Unique reference number	EY290242
Local authority	Hillingdon
Inspection number	833771
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	100
Number of children on roll	107
Name of provider	Busy Bees Day Nurseries Limited
Date of previous inspection	20 June 2012
Telephone number	0208 573 5723

Busy Bees Day Nursery registered in 2004 and is located in Stockley Park, in the London Borough of Hillingdon. It is open Monday to Friday from 7am to 7pm, all year round except for bank holidays. The provider receives funding for the provision of free early education for children aged two, three and four years. The provider employs 22 staff; of whom, 16 staff hold appropriate early years qualifications.

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