

Busy Bees Day Nursery at Norwich Airport

Just Learning Nursery, Delft Way, NORWICH, NR6 6BB



Inspection date	21 December 2015
Previous inspection date	20 June 2011

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- The manager effectively uses reflective practice to drive forward improvements. She seeks the views of staff, parents and children to help her to evaluate the provision. She uses their suggestions and comments to determine ways to improve the quality of experiences for children continually.
- The manager implements a rigorous system for the support and supervision of staff. She offers support and advice on an ongoing basis. Staff value this level of support to help them improve their skills and knowledge.
- Staff's assessment of what children know and can do is accurate and completed regularly. Staff know children well and plan suitably challenging activities to help children achieve their next steps in learning.
- Staff effectively engage with parents to support children's learning in the nursery and at home. Parents contribute well to the initial assessment of their children's learning. Staff keep parents regularly informed of children's learning and progress.
- The stimulating environment keeps children motivated and interested. Children experience a wide range of opportunities to learn across all areas as they move around, confidently choosing what they would like to do next.
- Children enthusiastically learn to identify and manage risk. Staff encourage them to take responsibility for carrying out safety checks of their outdoor learning environment.

It is not yet outstanding because:

- Staff do not always make the most of opportunities to extend children's mathematical awareness further.

What the setting needs to do to improve further

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

- make better use of opportunities to reinforce children's mathematical awareness in meaningful and purposeful ways.

Inspection activities

- The inspectors observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspectors completed a joint observation with the nursery manager.
- The inspectors held a meeting with the management team. They looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff working in the nursery.
- The inspectors sampled a range of other documentation, including the learning and development records of children, the nursery's policies and procedures and risk assessments.
- The inspectors spoke to a small selection of parents during the inspection and took account of their views.

Inspector

Julie Meredith-Jenkins/Karen Harris

Inspection findings

Effectiveness of the leadership and management is good

The manager is very passionate about the nursery and has high expectations of what children can achieve. Staff are well qualified and demonstrate a good understanding of how children learn and develop. They keep accurate records of children's achievements and progress. The manager regularly monitors this to continually and robustly check on the quality of the provision. The manager ensures that staff's knowledge is regularly refreshed and updated. Staff attend regular team meetings, have thorough personal reviews and attend additional training. Safeguarding is effective. Staff have a clear understanding of the procedures to follow if they have concerns about a child. The management team undertake rigorous recruitment procedures to ensure all staff are suitable to work with children. The manager implements a thorough induction period when staff first start. Staff are fully aware of the nursery's policies and expectations.

Quality of teaching, learning and assessment is good

All staff have high expectations of what children can do. They closely follow children's interests as they play. Babies have ample space to move around safely to practise their early walking skills, which supports their physical development. Staff support children's communication and language skills well. They join children in their play, model language and extend children's vocabulary. Staff consistently respond to babies' babbles and vocalisations. Children who speak English as an additional language are supported well. Staff work closely with parents to promote language development in the nursery and at home. Staff are skilful in extending children's learning as they ask questions and encourage children to try new things. Children explore mixing paint and sand. They show commitment and concentration as they investigate with their senses. Staff get down to children's level as they play alongside each other sharing ideas and exploring.

Personal development, behaviour and welfare are good

Children are eager to attend and settle quickly. They build secure emotional attachments with staff who are responsive to children's needs. This supports children's well-being and helps them to feel safe and secure. Children experience sociable mealtimes. They sit alongside their peers and staff as they engage in meaningful conversations. Children demonstrate good levels of independence as they feed themselves and clear away their plates afterwards. Children learn about the benefits of exercise as they have daily opportunities for physical play. Staff talk to children about the effects of exercise on their body and the need to rest and drink afterwards. Children are familiar with the daily routines and demonstrate a good awareness of their feelings. Younger children indicate when they are tired and independently access their place to sleep. Children behave well. Staff are consistent in the messages they give and offer regular praise.

Outcomes for children are good

Children develop key skills in readiness for when they start school. They have plentiful opportunities to develop their early writing skills and learn to listen and respond to instructions. All children make good progress in their learning given their starting points and capabilities.

Setting details

Unique reference number	EY152321
Local authority	Norfolk
Inspection number	855692
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	112
Number of children on roll	76
Name of provider	Just Learning Ltd
Date of previous inspection	20 June 2011
Telephone number	01603 788814

Busy Bees Day Nursery at Norwich Airport was registered in 2002. The nursery employs 22 members of childcare staff. Of these, 12 hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children. The nursery supports children who speak English as an additional language.

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