

Busy Bees Day Nursery at Horsham



11 Bartholomew Way, Horsham, West Sussex, RH12 5JL

Inspection date	13 May 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

Summary of key findings for parents

This provision is outstanding

- Staff use very clear strategies to successfully promote children's understanding of positive behaviour. Children behave exceptionally well.
- Leadership and management of the provision is excellent. Managers hold high-quality review meetings to help them identify where to improve staff practice even further. Leaders encourage staff to attend training and support their eagerness to implement changes to build on the excellent quality of care and learning.
- Staff have an excellent partnership with other professionals involved in children's care. They work together exceptionally well to help children to make the best progress in learning they can.
- Staff have an excellent understanding of children's individual needs. They plan exceptionally high-quality activities that help children to make significant progress in their learning and development.
- Leaders and managers consistently monitor all aspects of the provision and children's learning. They work extremely hard to ensure all children receive the help they need to make exceptional progress.
- Managers use excellent recruitment procedures. For example, they review staff's suitability on an ongoing basis to make sure nothing has changed since their last checks.

What the setting needs to do to improve further

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

- build on the already excellent use of the outside provision to support children's learning about the natural world even further.

Inspection activities

- The inspector observed children playing in their rooms and garden.
- The inspector spoke with the provider, managers and staff at appropriate times during the inspection.
- The inspector gathered the views of the parents.
- The inspector reviewed documents, including safeguarding and children's files.

Inspector

Rebecca Hurst

Inspection findings

Effectiveness of the leadership and management is outstanding

Safeguarding is effective. Managers ensure staff have up-to-date training so they fully understand any changes to legislation. Staff have an excellent understanding of procedures to follow to protect children if they have any concerns for their welfare. Managers make sure staff carry out highly detailed risk assessments, to help enable children to play and learn in a safe environment. Managers and staff monitor children's progress extremely effectively. Leaders and managers gather parents', staff's and children's views and implement these exceptionally well to make improvements to the already excellent practice. For example, they have identified that the outside areas are not used to their full potential to extend children's learning about the natural world.

Quality of teaching, learning and assessment is outstanding

Staff complete extremely high-quality assessments to track children's development. Staff quickly identify any gaps in progress and plan precisely to rapidly reduce them. For example, staff have been working to increase children's mathematical learning. Staff work extremely well with parents. For example, parents share their views on staff practice and also provide information about their children's achievements at home. Staff successfully use this to inform the extremely high-quality planning for each child. Staff take full account of the learning styles of different groups of children. For example, older children have separate activities to extend their learning further in readiness for school.

Personal development, behaviour and welfare are outstanding

Children's independence skills are nurtured exceptionally well by staff. Children confidently get themselves ready for outside play. Staff talk to children in great detail to help them understand how to look out for safety issues. Staff teach children how to keep themselves safe and how to carry out risk assessments in their rooms and outside play areas. Children learn about healthy lifestyles exceptionally well. For example, the nursery chefs teach children how to cook and about healthy food. They have also started to teach children how to grow vegetables and herbs. Staff promote children's physical development extremely successfully both inside and outside. Children thoroughly immerse themselves in the daily exercise sessions to learn to move in different ways.

Outcomes for children are outstanding

Children make excellent progress in their learning and development from their starting points. They are more than ready for their next stages in learning. For example, children know how to spell, write their names exceptionally well and learn about the letter sounds. Children are excellent communicators and have excellent opportunities to develop their emerging language. For instance, children describe shapes they are using to print onto paper and talk about the number of sides each shape has.

Setting details

Unique reference number	EY486897
Local authority	West Sussex
Inspection number	1008863
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 7
Total number of places	124
Number of children on roll	65
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	Not applicable
Telephone number	01543 678530

Busy Bees Day Nursery at Horsham re-registered in 2015 and is part of a chain of nurseries. It operates from a purpose-built nursery in Horsham, West Sussex. The nursery is open each weekday from 7.30am to 6.30pm, all year around. The nursery receives funding for the provision of free early education for children aged two, three and four years. A total of 43 staff work with children; 28 of these hold appropriate early years qualifications to level 2 and above.

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