

Busy Bees Day Nursery at Haywards Heath

Southdown Park, Haywards Heath, West Sussex, RH16 4SL



Inspection date	2 June 2016
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Outstanding	1
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

- Managers strive for excellence in everything they do. Monitoring of the provision and staff practice is extensive. Managers provide excellent support and mentoring to staff, which has a highly positive impact on the quality of teaching.
- Observations, assessments and planning for each child are extremely detailed and well thought out. Staff work closely with parents to fully include them in their children's learning and take all shared information into consideration during the planning process. Children make rapid progress in all areas of learning and development.
- Mathematics is a strong focus in all of the activities and extensions to children's play. Staff skilfully incorporate number and positional language into discussion and often encourage children to recognise shapes. Any gaps identified in children's mathematical development are closed.
- Staff are fully committed to developing their practice. They are enthusiastic and keen to learn new skills and knowledge to ensure they are providing excellent learning opportunities for children.
- Staff work exceptionally well with external agencies and professionals that support children's ongoing development. Staff give children who have special educational needs excellent support to enable them to make the same progress as their peers.

What the setting needs to do to improve further

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

- build on children's excellent mathematical awareness so they learn to measure short periods of time in simple ways.

Inspection activities

- The inspector observed activities and staff interactions with children in the indoor and outdoor environments.
- The inspector spoke to staff, managers and children at appropriate times during the inspection.
- The inspector took part in a joint observation with the manager.
- The inspector sampled children's development records and tracked their progress.
- The inspector spoke to parents and sampled written feedback.

Inspector

Hannah Barter

Inspection findings

Effectiveness of the leadership and management is outstanding

Safeguarding is effective. Recruitment procedures are thorough. Comprehensive induction and supervision confirm the suitability of all staff. Managers ensure that staff understand the importance of their role in protecting children and keeping them safe. For example, managers discuss safeguarding practice during every staff meeting, test staff's knowledge and ensure that all staff complete regular training. Highly effective monitoring systems quickly identify any gaps in children's learning and new initiatives are rapidly put into place. For example, a strong focus on the delivery of mathematics and communication and language programmes has seen children make rapid progress in these areas. Managers fully involve parents in the continuous improvement of the setting. For example, there is an established 'Parent Partnership' group which meets to discuss improvement.

Quality of teaching, learning and assessment is outstanding

The quality of teaching is excellent. Staff are extremely knowledgeable and demonstrate exceptional skill at being able to support and extend children's learning. Their enthusiasm inspires children to learn because staff make learning enjoyable. Staff constantly follow children's lead and ask thought-provoking questions which encourage them to think and develop their communication skills. Staff extend children's mathematical knowledge very well. Throughout the nursery, staff incorporate numbers into all activities, encourage children to count, compare and recognise shapes. However, opportunities to fully develop children's understanding and concept of time are still developing. Staff provide ample opportunity for children to explore. For example, babies excitedly feel frozen ice cubes and learn how their movements make different marks. Older children explore soil and hunt for 'bugs', which they then confidently describe and learn about their habitats.

Personal development, behaviour and welfare are outstanding

Children have strong bonds with their key persons and all staff that care for them. Staff work extremely closely with parents and understand the importance of gaining, and continuously sharing, information with them. Children's behaviour is excellent. Staff are outstanding role models. They show high levels of care and respect to all children, which supports children's social skills. Children are happy and thrive in the exciting environment. They have daily opportunities for outdoor play and enjoy being active. For example, they kick balls to each other and jump between number squares.

Outcomes for children are outstanding

Children are highly enthusiastic and keen to learn. Children demonstrate exceptional confidence in their literacy skills. For example, they write their names on touch screen computers. They are impressively independent and carry out tasks for themselves, for example, serving food. Children are very well prepared for their move to school.

Setting details

Unique reference number	EY486759
Local authority	West Sussex
Inspection number	1007355
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 5
Total number of places	75
Number of children on roll	127
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	Not applicable
Telephone number	01444 448154

Busy Bees Day Nursery at Haywards registered in 2015 and operates from five rooms in a purpose-built building in Haywards Heath, West Sussex. The setting is open each weekday from 7.30am to 6pm for 52 weeks of the year. There are 21 members of staff, 18 of whom hold appropriate early years qualifications. The setting provides free early years education for children aged two, three and four years.

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