

Busy Bees Day Nursery at Norwich Hospital

Colney Lane, Colney, Norwich, NR4 7UX



Inspection date

25 May 2016

Previous inspection date

23 June 2014

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 quality of teaching is good. Well-qualified staff use their knowledge, experience and qualifications effectively. They understand how children learn and plan activities based on their individual needs and interests. Children make good progress in their learning.
- The manager is passionate about providing good quality provision for children in her care. She provides strong leadership and is well supported by her staff team.
- Children are happy and demonstrate a strong sense of belonging because they form positive relationships with staff. Staff show genuine care and interest during their interactions with children.
- Children's safety and safeguarding are central to everything the staff do. Children have excellent opportunities to think and learn about staying safe in a wide variety of situations. Staff teach children about hygiene routines and why some rules are needed to promote their well-being effectively.
- Staff are committed to involving parents in their children's learning and development. Daily verbal feedback and regular reports are provided, along with ideas for home activities to extend children's learning.

It is not yet outstanding because:

- Supervision is not consistently provided on a regular basis for all members of staff.
- All staff are not fully confident in using the new system for assessing children's progress.

What the setting needs to do to improve further

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

- Review supervision arrangements so that meetings are completed in a timely manner.
- Support staff to fully understand and implement the new assessment system used.

Inspection activities

- The inspector spoke to staff and children throughout the inspection.
- The inspector carried out a joint observation with the manager of the nursery.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact on children's learning.
- The inspector reviewed a range of documentation including records of staff suitability checks, policies and procedures relating to child protection, and records of children's assessments.
- The inspector held a meeting with the nursery manager.

Inspector

Lorraine Meldrum Sunter

Inspection findings

Effectiveness of the leadership and management is good

Established robust recruitment procedures ensures that all staff are suitable to work with children. The manager monitors teaching practice closely to ensure that standards continue to improve. She uses informative data well in order to identify gaps in children's learning, and implements effective strategies to ensure all children make good progress. Arrangements for safeguarding are effective. Staff understand the procedures to follow in the event of a welfare concern about a child. Regular staff supervision is effective and provides opportunities to discuss individual children and to identify any professional development needs. Parents speak highly of the care and learning provided. They praise the nursery and the progress their children are making.

Quality of teaching, learning and assessment is good

Staff know individual children extremely well and actively exchange information with parents about their children's emerging skills and abilities. Staff have high expectations of children and make accurate assessments of their progress. Children's learning is tracked methodically and accurately to ensure next steps are identified. This leads to children's good progress. Children develop good mathematical and literacy skills throughout all daily activities. Staff provide a wide range of interesting and challenging activities for children to choose from. For example, they fully engage in conversation and concentrate during a 'Fishing for Phonics' game. Young children enjoy looking at books and eagerly sing the accompanying action songs. Children confidently initiate their play using the range of good quality resources available, which helps to promote their independence. There are good links between the nursery, other agencies and schools to promote consistency for children moving on to school.

Personal development, behaviour and welfare are good

Staff build strong bonds and secure emotional attachments with children. This helps to promote children's well-being and self-confidence. Children are sensitively supported by staff at all times. They actively engage in play and ask adults for help when they need it. Children's behaviour is good. They take turns, share toys and treat all resources with respect. Children benefit from nutritious meals and staff encourage healthy eating. Children enjoy easy access to the outside area where they have many opportunities to develop their physical skills.

Outcomes for children are good

All children, including those who receive funded education make at least good progress from their starting points. Early Years Pupil Premium funding is used well to improve outcomes for individual children. Disabled children and those with special educational needs receive good support from staff, so they make significant progress in their learning. Children flourish and are confident and keen learners. They learn key skills that help prepare them for the next stage of their learning, including when they progress on to school.

Setting details

Unique reference number	EY305861
Local authority	Norfolk
Inspection number	1052084
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 5
Total number of places	114
Number of children on roll	233
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	23 June 2014
Telephone number	01603 507776

Busy Bees Day Nursery at Norwich Hospital was registered in 2005 and is part of the Busy Bees chain of nurseries. The nursery operates from purpose-built premises on the site of the Norfolk and Norwich University Hospital. The nursery opens five days a week from 7.30am until 6.30pm all year round, except for bank holidays. Parents who are employed by the Hospital Trust can request an earlier start of 7am. The nursery provides care for children in the locality. Hospital staff members are given priority access for nursery places. Children under the age of two years are cared for in four base rooms on the ground floor and older children are cared for in three base rooms the first floor. The premises are easily accessible, with lift or stair access to the first floor. A fully enclosed garden is available for outdoor play. There are currently 233 children in the early years age range. The nursery provides funded early education for two-, three- and four-year-old children. It supports a number of children who speak English as an additional language and children with special educational needs and/or disabilities. There are currently 38 staff working directly with the children, 30 of whom have an appropriate early years qualification. Two of the staff have appropriate qualifications at level 6 and 28 are qualified to level 2, 3 or 4. The nursery is registered on the Early Years Register.

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