

# Busy Bees Day Nursery at Norwich Meridian



5 Meridian Way, Meridian Business Park, Norwich, Norfolk, NR7 0TA

**Inspection date** 25 October 2016  
Previous inspection date 1 May 2013

<b>The quality and standards of the early years provision</b>	<b>This inspection:</b>	<b>Outstanding</b>	<b>1</b>
	Previous inspection:	Good	2
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

- The leadership and management of the nursery are exemplary. The managers and staff reflect on their practice and are always seeking ways to improve further. The managers are knowledgeable, highly skilled and dedicated to their role. They demonstrate very high expectations of the staff team and provide highly effective systems of support and performance management.
- Teaching is outstanding. Staff have an excellent knowledge and understanding of how children learn and develop. They use their knowledge of children's abilities, interests and learning styles to plan an excellent range of activities and high-quality learning opportunities. Staff are dedicated and enthusiastic, which has an extremely positive impact on the quality of the provision.
- There is an exciting, stimulating, well resourced and welcoming environment, both inside and outdoors. This helps support children's all-round development and provides a wide range of both adult-led and child-initiated experiences that helps to develop children's learning.
- Partnerships with parents and carers are a strength of the nursery. Staff ensure parents are fully involved in their children's learning. Information is continually shared with parents to encourage and support children's learning at home. This partnership contributes greatly to children's success at the nursery.
- Equality and diversity are supported well by staff, who are extremely effective in providing an inclusive environment for all children. Staff encourage children to value and respect each other's differences and celebrate each other's achievements.

## What the setting needs to do to improve further

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

- continue to explore ways to enable staff to build on their already exceptional teaching skills.

### Inspection activities

- The inspector observed the quality of teaching and assessed the impact this has on children's learning.
- The inspector held discussions with the managers, staff and children.
- The inspector undertook a joint observation with the nursery manager.
- The inspector viewed a sample of the children's development records.
- The inspector reviewed evidence of the suitability and qualifications of the staff, self-evaluation, risk assessment and policies and procedures.
- The inspector took account of the views of parents spoken to on the day of inspection.

### Inspector

Jacqui Oliver

## Inspection findings

### Effectiveness of the leadership and management is outstanding

The arrangements for safeguarding are effective. The managers and staff have an excellent knowledge of the current procedures to follow should they have concerns about children's welfare. Documentation is maintained to a very high standard and all records required for the safe and efficient management of the nursery are in place. Robust recruitment procedures, staff induction and supervision processes help to ensure that all staff are suitable. Highly effective self-evaluation means that the managers and staff are continually extending the provision for the children and their families. The managers fully recognise that continuing to raise the knowledge and skills of staff will promote children's development even further.

### Quality of teaching, learning and assessment is outstanding

Children are extremely happy and settled in the friendly and relaxed atmosphere of the nursery. They form warm and caring relationships with their key person, who gets to know them well. This enables them to plan exciting and stimulating learning opportunities based on children's interests, their observations and the information they receive from parents. Staff share skills gained from recent training to enrich children's skills in mathematics. Children develop excellent literacy skills from an early age. Staff make very good use of stories and songs to capture and engage their interests. For example, they use puppets as they sing about farm animals. They also use sign language extremely effectively to support the communication skills of younger children and children who speak English as an additional language.

### Personal development, behaviour and welfare are outstanding

The caring, family atmosphere of the nursery enables children to feel exceptionally secure and happy. Excellent arrangements are in place to care for them and support their emotional development and well-being. Children display a very strong sense of belonging in the nursery, as they play and explore with great confidence and independence. Children freely move around the nursery, selecting resources that interest them. Staff are superb role models and are calm and polite when they speak to the children. As a result, children learn to play together well, treat others with respect and their behaviour is exceptionally good. Children enjoy healthy and nutritious meals, which are prepared at the nursery. They develop an excellent understanding of their own safety as they learn to use small tools and equipment with care and increasing skill. For example, they use knives to cut up and explore fruit and vegetables.

### Outcomes for children are outstanding

All children's care, learning and development needs are exceptionally well met. Children, including those who speak English as an additional language and those who have special educational needs or disabilities, make excellent progress from their starting points. Children are active, keen and motivated learners, who thoroughly enjoy guiding their own play and learning. Staff place a high emphasis on children's personal development, to ensure they are extremely well prepared and acquire the skills they need for future learning and for school.

## Setting details

<b>Unique reference number</b>	EY272707
<b>Local authority</b>	Norfolk
<b>Inspection number</b>	1064495
<b>Type of provision</b>	Full-time provision
<b>Day care type</b>	Childcare - Non-Domestic
<b>Registers</b>	Early Years Register
<b>Age range of children</b>	0 - 5
<b>Total number of places</b>	112
<b>Number of children on roll</b>	151
<b>Name of registered person</b>	Just Learning Ltd
<b>Registered person unique reference number</b>	RP900810
<b>Date of previous inspection</b>	1 May 2013
<b>Telephone number</b>	01603 709077

Busy Bees Day Nursery at Norwich Meridian was registered in 2003. The nursery employs 29 members of childcare staff. Of these, 21 hold appropriate early years qualifications at level 2 or above. Both managers hold degrees in childcare at level 5. The nursery is open from Monday to Friday all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for three- and four-year-old children. It supports children who speak English as an additional language and children who have special educational needs or disabilities.

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