

Busy Bees Day Nursery at Watford



Watford General Hospital, 60 Vicarage Road, Watford, WD18 0HB

Inspection date	14 June 2018
Previous inspection date	23 July 2015

The quality and standards of the early years provision	This inspection:	Outstanding	1
	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 highly motivated and ambitious management team works very well together. The nursery manager has developed a well-qualified staff team. Together, their commitment to ongoing development and improvement leads to excellent outcomes for children.
- Staff develop exemplary relationships with children and each other. They take every opportunity to listen to children, for example, through the pre-school council. They highly value children's contributions, which are central to future planning.
- Staff in the baby room exude kindness and warmth, enabling the youngest children to settle happily and form close attachments with their key person. Children feel safe and content in the company of the adults and children in the room. They explore new experiences and greet familiar people with confidence and joy.
- Staff have very high expectations of what children can achieve and provide challenging and exciting learning opportunities. The high-quality experiences link to the children's interests and development needs. All children engage happily in an atmosphere of calm purposefulness.
- Teaching is of a very high standard. Staff interact sensitively and skilfully to support and extend children's learning. Staff enable children to make their own decisions and choices and to solve their own problems.

What the setting needs to do to improve further

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

- continue to provide innovative professional development opportunities for staff to maintain their already excellent teaching.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outside.
- The inspector spoke with staff and children during the inspection.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and regional manager. She looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents and took account of their views.

Inspector

Kelly Brooker

Inspection findings

Effectiveness of the leadership and management is outstanding

The management team displays a clear passion for its work and is committed to achieving the very highest standards for the children in its care. The manager has established an excellent system of staff supervisory meetings and support, which has enabled the staff to flourish and be proud of their practice. The highly organised manager is also very well supported by the regional manager, enabling her to fulfil her role exceptionally well. Safeguarding is effective. Staff have an exceptional understanding of their safeguarding responsibilities. They have a robust knowledge of the procedures to follow if they have concerns about a child. The manager recognises the importance of staff continuing to regularly attend opportunities for professional development. This is to help maintain the already excellent practice and very high-quality teaching.

Quality of teaching, learning and assessment is outstanding

Children are very inquisitive and excited to learn. For example, they thoroughly enjoy mixing ingredients together to create a volcanic eruption. They confidently use new words, such as 'lava' and 'reaction'. Babies use their senses as they play with ice, exploring how it feels, smells and tastes. Staff skilfully know when to stand back and let children take the lead and when to intervene and question to extend the learning taking place. Staff recognise and celebrate the achievements that children make, developing their confidence and self-motivation. Staff continually seek ways to enhance the learning environment. For example, they have developed opportunities to enrich children's mathematical learning throughout the nursery. Assessment systems are precise and thorough, ensuring that staff monitor children's progress effectively. Staff observe children closely and carefully consider what they need to learn next, helping all children make excellent progress.

Personal development, behaviour and welfare are outstanding

Children's well-being is of paramount importance to all staff. Children are extremely well cared for in the nursery. They settle quickly and happily and their behaviour is exemplary. Staff have a thorough knowledge of children's individual development needs. Staff consistently promote opportunities for children to be independent. For example, children are highly competent at cleaning their faces after snack time. Parents recognise the high-quality care that their children receive. Parents new to the nursery value the welcoming settling-in sessions that are precisely tailored to their child's individual needs.

Outcomes for children are outstanding

Children display excellent social skills and a respect for one another. Babies enjoy being close to each other and older children share resources and take turns without prompting. Children talk about the things they have learned; that we breathe in oxygen and breathe out carbon dioxide, for example. Children make substantial gains in their learning and are extremely well prepared for their next stage in learning, including school.

Setting details

Unique reference number	EY422566
Local authority	Hertfordshire
Inspection number	1131171
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	46
Number of children on roll	72
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	23 July 2015
Telephone number	01923236801

Busy Bees Day Nursery at Watford registered in 2010. The nursery employs 13 members of childcare staff. Of these, five hold appropriate early years qualifications at level 3. The manager and the deputy hold appropriate early years qualifications at level 6. The nursery opens all year round from 7am until 7pm from Monday to Friday. The nursery provides funded early education for two-, three- and four-year-old children.

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