

# Busy Bees Day Nursery at Norwich Airport

Delft Way, Off Amsterdam Way, Norwich Airport, Norwich NR6 6BB



<b>Inspection date</b>	19 December 2018
Previous inspection date	21 December 2015

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

- Leaders and managers continually evaluate the effectiveness of what they provide for children. They regularly check to ensure children progress well in all areas. They seek feedback from parents and act on their ideas and suggestions. Leaders introduce new initiatives that are focused on each nursery room to meet children's different needs.
- Staff provide an inclusive environment where all children are able to access all activities. Children learn about democracy and collectively vote for the story they want to hear. They learn to respect other's views and understand that their views are equally important.
- Staff know the children well. They regularly assess children's level of development and plan targeted and interesting learning opportunities to secure children's continued development. Staff quickly identify any gaps in children's learning and promptly make plans for how they will address those gaps. This helps children to progress well.
- Staff work effectively in partnership with parents. They share ongoing information with parents about children's care and learning. They support parents to continue children's learning at home. Parents speak highly about the communication they have with staff.
- Sometimes, children in the room for two- and three-year-olds lose focus and engagement when they move between routines and play. Staff do not secure children's early engagement in activities.
- On occasions, in the toddler room, staff do not target the questions they ask to children's abilities and understanding so that children are able to provide a suitable response.

## What the setting needs to do to improve further

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

- review staff's management of routines in the room for two- to three-year-old children so they swiftly engage and focus on activities and there is minimal disruption to their learning
- enhance the quality of interactions in the toddler room and question children skilfully, appropriate to their understanding and stage of development, so that they are able to suitably respond.

### Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- 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. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke with several parents during the inspection and took account of their views.

### Inspector

Julie Meredith-Jenkins

## Inspection findings

### Effectiveness of leadership and management is good

Safeguarding is effective. Staff confidently demonstrate their understanding of the procedures that they must follow if they are concerned that a child may be at risk of harm. The manager regularly checks on staff's knowledge and provides them with additional training and professional development opportunities to ensure that their knowledge is up to date. The manager and senior leadership team provide effective supervision and support for staff. They monitor the effectiveness of each staff member's practice and support them to access a range of training and research opportunities to enhance their skills. Leaders act quickly where they see gaps in staff's skills. Staff are proactive and eager to enhance their knowledge. The learning environment is well planned. Staff provide children with a rich and wide range of opportunities to support their continued development in all areas of learning.

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

Some staff demonstrate high-quality teaching. Staff in the pre-school room secure children's high levels of engagement when listening to stories. Staff ask searching questions to check on children's understanding of the story. This promotes children's literacy skills. Children are active learners. They run around outdoors searching for number hoops and match them to the corresponding numbered cones. This enhances their mathematical understanding. Babies explore and investigate with sensory resources. Staff introduce simple vocabulary for babies to hear and they describe the texture of the sensory materials. Staff follow children's ideas as they play. Babies show their imagination and hold a pretend telephone conversation. Staff follow children's ideas and engage in a simple conversation with them. This supports children's language skills.

### Personal development, behaviour and welfare are good

Older children learn to manage their own behaviour, negotiate and share resources. They know the nursery rules and boundaries. Children comment that only one child is allowed on a bicycle at any one time and patiently wait for their turn. Staff promote children's positive behaviour. They are calm and give children praise for their achievements. Children build secure attachments to staff. They seek out staff for reassurance when needed. Babies are confident to move around their nursery room and choose what they want to do. They practise their early walking skills at every opportunity. Children have a healthy and varied diet. Staff encourage all children to be independent. Older children are competent in self-care. Babies learn to feed themselves. All children have regular opportunities to play actively in the fresh air.

### Outcomes for children are good

Children progress well from their starting points. They are eager and motivated learners. They enjoy participating in a wide range of learning opportunities, including new experiences. Children communicate well with others and develop good relationships with their peers. They listen and respond well to staff and are eager to show others what they know and can do. Children are confident and are well prepared to take on the challenges in their future learning. They develop important skills so that they are ready for the next stage in their learning, such as school.

## Setting details

<b>Unique reference number</b>	EY152321
<b>Local authority</b>	Norfolk
<b>Inspection number</b>	10064982
<b>Type of provision</b>	Full day care
<b>Registers</b>	Early Years Register
<b>Day care type</b>	Childcare on non-domestic premises
<b>Age range of children</b>	0 - 4
<b>Total number of places</b>	112
<b>Number of children on roll</b>	105
<b>Name of registered person</b>	Just Learning Ltd
<b>Registered person unique reference number</b>	RP900810
<b>Date of previous inspection</b>	21 December 2015
<b>Telephone number</b>	01603 788814

Busy Bees Day Nursery at Norwich Airport registered in 2002. The nursery employs 24 members of childcare staff. Of these, 13 hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

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