

Busy Bees Day Nursery at Gillingham Brompton

Khartoum Road, Gillingham, Kent ME7 5AX



Inspection date	21 January 2019
Previous inspection date	17 December 2015

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of 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 manager is an inspiring and dedicated leader. She works very closely with the management team to ensure her impressive drive for improvement reflects in all aspects of the nursery. They lead an extremely strong and enthusiastic staff team that works exceptionally hard to maintain the high quality of practice.
- Staff are superb teachers. They have an excellent knowledge of children's interests and abilities. Staff are extremely skilled at using this knowledge to provide inspiring and challenging experiences that focus on supporting children's learning. Children flourish and are given every opportunity to develop and progress.
- Staff provide a highly impressive, welcoming and calm environment. Children develop extremely strong attachments with staff from the start. Staff are especially caring, attentive and nurturing. They are highly skilled at recognising situations when children and families may need extra support. Parents comment on the 'fantastic' and 'brilliant' staff team that offers families 'endless support and advice'.
- Staff maintain excellent partnerships with parents and other professionals. Highly effective communication and sharing of information help to support an exceedingly positive shared approach to children's care and learning.
- Children are highly respected and listened to. They show exceptionally high levels of confidence and are developing impressive social skills.

What the setting needs to do to improve further

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

- review the implementation of the planned changes to the daily routine to provide older children with even greater opportunities to further develop their already outstanding self-care skills.

Inspection activities

- The inspector viewed interactions between the staff and children in the inside space and outdoor environment.
- The inspector held a discussion with the setting's special educational needs coordinator about how they support individual children's development.
- The inspector carried out a joint observation with the manager to focus on staff and child interactions.
- The inspector spoke to parents about aspects of the nursery and considered their views.
- The inspector viewed a range of documentation, including children's development records and staff information.

Inspector

Amanda Vidler

Inspection findings

Effectiveness of leadership and management is outstanding

Safeguarding is effective. There is a culture of vigilance across the setting and children's welfare are at the heart of nursery practice. The manager ensures all staff are extremely confident of their role in recognising any concerns. There are very effective processes in place to ensure children are protected and kept safe. The manager uses highly impressive systems to continually monitor staff practice. Staff have unlimited opportunities to further develop their excellent skills, for example through attending relevant training. They make excellent use of knowledge gained from training and as a result, they meticulously recognise how children's individual situations can trigger different behaviours. This has helped staff to be highly skilled at offering relevant support at the earliest opportunity. The manager maintains a comprehensive process of working with others to help her precisely evaluate what works well and target areas for improvement.

Quality of teaching, learning and assessment is outstanding

Staff maintain a highly reflective monitoring and tracking process which helps them recognise children's achievements and where extra support may be required. They work exceptionally well to plan highly effective individual targets in order to support children's progression. Staff skilfully enrich children's experiences. For example, babies show curiosity as they are encouraged to explore resources inside a bag. They pull out small instruments and use their developing grip to hold them in their hands. Staff demonstrate how to shake maracas. Babies quickly start to copy the staff's actions and squeal with excitement as they make sounds. As older children go outside on a cold day, staff use exceptionally well-considered questions to extend children's interest in the ice. Children show a highly impressive understanding of the world as they talk about the ice being water and that the staff member's hand is 'warm' so it would 'melt' the ice.

Personal development, behaviour and welfare are outstanding

Children are learning to be highly effective in managing their own behaviour and different situations. From a young age, children show high levels of cooperation and respect. For example, they politely ask their friends if they can have a turn with other toys. The children share toys immediately and say thank you to their friends. Staff provide children with a highly impressive opportunities to learn about risk and how to keep themselves safe. For instance, children show confidence and pride as they help staff to check for risks in the garden. They use their excellent early writing skills as they check off hazards on their clipboards. The manager plans to review the daily routine to develop further opportunities for older children to develop their excellent self-care skills.

Outcomes for children are outstanding

Children thrive. They are extremely enthusiastic learners who develop from their starting points and meet individualised targets for progression. Children learn highly impressive life skills. For example, at mealtimes young children show exceptionally strong skills as they take their empty plates to the staff and independently turn on taps and use soap to wash their hands. Older children talk about the importance of using soap to keep clean as if they 'get germs', they will 'be poorly'.

Setting details

Unique reference number	EY408017
Local authority	Medway
Inspection number	10071680
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	98
Number of children on roll	124
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	17 December 2015
Telephone number	01634 840 800

Busy Bees Day Nursery at Gillingham Brompton registered in 2014 and is based in Gillingham, Kent. The nursery opens each weekday from 8am until 6pm all year round. It employs 27 members of staff. The manager holds appropriate early years qualifications at level 4, one staff member holds a relevant qualification at level 6, and 20 staff hold qualifications at level 2 or 3. The nursery is in receipt of funding to provide free early education for children aged two, three and four years.

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