

# Busy Bees Day Nursery at Norwich Meridian



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

|                          |             |
|--------------------------|-------------|
| <b>Inspection date</b>   | 8 May 2019  |
| Previous inspection date | 21 May 2018 |

| <b>The quality and standards of the early years provision</b> | <b>This inspection:</b> | <b>Outstanding</b>   | <b>1</b> |
|---------------------------------------------------------------|-------------------------|----------------------|----------|
|                                                               | Previous inspection:    | Requires improvement | 3        |
| 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 management team shows an extremely strong drive and is wholly committed to providing the highest quality of care and education for children. Self-evaluation is extremely well focused and as a result, there have been significant, sustained improvements since the previous inspection.
- The staff are highly motivated and work exceptionally well together. They are very skilled and knowledgeable, and all demonstrate consistently strong teaching skills.
- Rich and varied play opportunities capture children's interest and fascination. Staff engage in high-quality interactions and support children to develop a strong impulse to learn key skills for the future.
- Staff have built exceptional partnerships with parents. Parents are extremely complimentary about the nursery. They are very well informed about their children's learning and progress. Their involvement is welcomed and they receive excellent support and ideas to help continue their children's learning at home.
- Children develop very strong connections with their local community and gain an excellent understanding of the world around them. Children are given a voice and their views and opinions are acknowledged and considered.
- Children behave very well. They show high levels of self-control, and are encouraged and supported to resolve their own conflicts and manage their own behaviour.
- Outdoor learning is particularly well planned and offers the children an abundance of learning experiences and opportunities to take risks.

## What the setting needs to do to improve further

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

- further enhance staff teaching practice by embedding peer-on-peer observations.

### 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 the manager, staff and children during the inspection and held a meeting with the management team.
- The inspector completed a joint observation with the manager.
- The inspector looked at children's records, evidence of the suitability of staff and a range of other relevant documentation.
- The inspector spoke to parents during the inspection and took account of their views.

### Inspector

Dawn Pointer

## Inspection findings

### Effectiveness of leadership and management is outstanding

The arrangements for safeguarding are effective. All staff have a deep understanding of a wide range of safeguarding issues, underpinned by comprehensive policies and procedures. The manager and deputy demonstrate very high expectations of the staff team and provide excellent support. Professional development opportunities for staff are offered in a broad variety of ways. These include external training courses, in-house training, supervision, mentoring and through recently implemented peer-to-peer observations. Precise and accurate monitoring of all children's progress ensures that any emerging gaps in learning are swiftly identified and acted on. Children who show a particular talent are also challenged to make the best possible progress. The nursery has established effective links with schools that children move on to and works very closely with other professionals to ensure children with special educational needs and/or disabilities receive high-quality support.

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

Staff have an in-depth knowledge of their key children and make accurate and precise assessments of children's progress. This information is used exceptionally well to inform planning, which fully reflects children's interests and individual next steps. Staff immerse children in an environment that is rich in language, print and number. They provide ongoing commentary about what babies and young children are doing and skilfully extend learning. Staff enhance communication further by using sign language and a variety of visual aids to support children's skills, including those who speak English as an additional language.

### Personal development, behaviour and welfare are outstanding

Children form very secure attachments with their key person. Staff and the younger children play and learn alongside each other in a calm and nurturing environment. This helps to develop their confidence to explore their ideas. Routines from home are closely followed and comprehensive information sharing helps to ensure children settle well. Staff provide an abundance of highly stimulating activities, inside and outside, with an exceptional level of interest and challenge. All children have superb opportunities to be independent throughout the day. Older children eagerly take on responsibility for their environment when they look out for risks in the garden, lay the table and clear their plates after mealtimes. All children are extremely well supported to lead healthy lifestyles and have frequent opportunities to play and learn outside, regardless of the weather. Meal and snack times are treated as important social occasions. Children sit at the table with their friends, learn how to use cutlery and enjoy an excellent range of nutritious, home-made foods.

### Outcomes for children are outstanding

Children make excellent progress in relation to their starting points and develop a deep enjoyment for learning. They are very well prepared for the next stage in their learning, including school. Children develop a very broad range of skills. They hunt for insects with magnifying glasses and picture cards, participate in science experiments, paint portraits and write and receive letters from their pen friends at a local care home.

## Setting details

|                                                  |                                    |
|--------------------------------------------------|------------------------------------|
| <b>Unique reference number</b>                   | EY272707                           |
| <b>Local authority</b>                           | Norfolk                            |
| <b>Inspection number</b>                         | 10089403                           |
| <b>Type of provision</b>                         | Childcare on non-domestic premises |
| <b>Registers</b>                                 | Early Years Register               |
| <b>Day care type</b>                             | Full day care                      |
| <b>Age range of children</b>                     | 0 - 5                              |
| <b>Total number of places</b>                    | 112                                |
| <b>Number of children on roll</b>                | 168                                |
| <b>Name of registered person</b>                 | Busy Bees Nurseries Limited        |
| <b>Registered person unique reference number</b> | RP900821                           |
| <b>Date of previous inspection</b>               | 21 May 2018                        |
| <b>Telephone number</b>                          | 01603 709077                       |

Busy Bees Day Nursery at Norwich Meridian registered in 2003. The nursery employs 24 members of childcare staff. Of these, 18 hold appropriate early years qualifications at level 3 or above. The nursery opens from Monday to Friday for 52 weeks a year, excluding bank holidays. 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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