

Inspection of Busy Bees Day Nursery at Norwich Hospital

Colney Lane, Colney, Norwich NR4 7UX

Inspection date: 6 September 2019

Overall effectiveness	Good
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The quality of education	Good
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Behaviour and attitudes	Good
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Personal development	Good
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Leadership and management	Good
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Overall effectiveness at previous inspection	Good
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What is it like to attend this early years setting?

The provision is good

Children are interested and motivated learners who enjoy the exciting learning opportunities that staff provide for them. Older children are inquisitive and ask questions to extend their knowledge. They hold conversations with staff about their experiences at home and link it to their current learning in the nursery. For example, they discuss visits to the beach with their family as they join in a sand activity.

Children's independence is promoted well in all rooms. Older babies sit at a table to eat and are encouraged to be independent at mealtimes. Older children are eager to help with small tasks and use a brush to sweep the floor after lunch. Staff have high expectations of what children can achieve in each room and plan carefully sequenced learning opportunities to support children's continued development.

Leaders have a clear vision for the nursery. They aim to provide a home-from-home environment. This is reflected particularly well in the baby room, enhanced by the recent changes to the environment. Leaders take account of staff's skills and experiences when deploying staff. They provide a nurturing environment for babies in which they quickly settle, develop secure attachments to staff and show that they feel safe.

What does the early years setting do well and what does it need to do better?

- Leaders consider partnerships with parents to be instrumental in supporting children's learning and to secure the ongoing development of the nursery. Leaders regularly seek parents' views and communicate back to parents any changes they have made as a result of their feedback. Staff exchange information with parents about children's care and education. This contributes to plans that staff make in the nursery to support children's learning and meet their care needs.
- Staff encourage children from a young age to develop a real interest in books. Toddlers select board books independently, turn the pages and point at the pictures. Staff engage children well as they animatedly read familiar stories, such as 'The Gruffalo'. They provide props to enhance songs and stories. Younger children join in with familiar words and phrases and show high levels of engagement at story time.
- Leaders provide staff with effective supervision and ongoing support to help them to develop their practice. Staff are supported and given time to access a wide range of professional development opportunities, such as professional reading, training and research. Staff are confident to implement their ideas to contribute to the nursery's continued development.
- Leaders offer an inclusive service. Staff are knowledgeable about children's

specific needs, such as those children with special educational needs and/or disabilities. They work closely with parents and other professionals to provide targeted interventions to help children to achieve to their full potential.

- Staff support children well to develop their communication skills. For example, they respond positively to babies' gestures and babbles. Those children who speak English as an additional language communicate well through gestures and their growing vocabulary. However, occasionally, younger children do not respond to staff's questions as they are too advanced for their level of understanding.
- Children build good relationships with their key person and other staff. They are familiar with routines and demonstrate self-care skills appropriate to their age. Staff are attentive to children's individual needs. They reassure young children when they first start at the nursery and sing familiar songs to help them to settle. Children eat healthy and nutritious food and have regular physical play opportunities to promote their physical well-being.
- Staff follow children's interests well. They research activities to support children's interests and to expand their knowledge and range of experiences. Older children recreate a familiar picture from a well-known artist, using their skills in drawing, cutting and sticking. However, staff do not always respond quickly enough to what younger children are doing in order to reshape or adapt activities and the environment.

Safeguarding

The arrangements for safeguarding are effective.

Staff can identify signs that a child may be at risk of harm. They are aware of a wide range of safeguarding issues and regularly access training to increase their knowledge. Leaders understand their responsibility to report any concerns about children to the appropriate professionals and to keep robust records. Leaders follow strict recruitment procedures and complete rigorous checks to ensure that only those suitable to work with children do so. Staff are vigilant and provide a friendly and caring environment where children's views are respected. This creates a safe and secure place for children to express their views.

What does the setting need to do to improve?

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

- question younger children more skilfully to successfully build on what they already know
- enhance teaching so that staff quickly adapt the environment and activities to children's changing interests, to continually extend their learning.

Setting details

Unique reference number	EY305861
Local authority	Norfolk
Inspection number	10073519
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 to 5
Total number of places	114
Number of children on roll	194
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01603 507776
Date of previous inspection	25 May 2016

Information about this early years setting

Busy Bees Day Nursery at Norwich Hospital registered in 2005. The nursery employs 35 members of childcare staff. Of these, 23 hold appropriate early years qualifications at level 3 or above. The nursery opens from 7.30am to 6.30pm, Monday to Friday, all year round. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Julie Meredith-Jenkins
Karen Harris

Inspection activities

- The inspectors had a tour of the nursery and made observations throughout the inspection of children's experiences in the nursery.
- The inspectors spoke with staff, children and parents at appropriate times during the inspection.
- Two joint observations were carried out; one with the nursery's deputy manager and one with a senior practitioner.
- A meeting was held with the nursery's deputy manager and regional director.
- The inspectors looked at a sample of the nursery's documents, including evidence of staff's suitability and training.

We carried out this inspection under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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