

Inspection of Busy Bees Day Nursery at Portsmouth

North Harbour Business Park, Compass Road, Portsmouth, Hampshire PO6 4SR

Inspection date: 19 November 2019

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Overall effectiveness at previous inspection	Requires improvement

What is it like to attend this early years setting?

The provision is good

The manager and staff provide a safe and welcoming environment where each child is valued. Children and babies separate easily from their parents and carers as they engage in play happily alongside their friends. The youngest children benefit from a calm and nurturing space. They settle quickly, and staff have a very detailed knowledge of their individual care routines. Staff encourage all children to develop their independence skills. For example, older children select their own plates and cutlery for lunch, put on coats and hats with minimal support, and the youngest children select their own bibs for snack and begin feeding themselves.

Staff have high expectations for every child. Children know the routine and rules of the nursery and follow them well. They display very good behaviour throughout the nursery. Staff support children to learn how to manage their own feelings. For example, they use visual signs to help those children who may need extra support in understanding their emotions. Children are highly motivated learners. Enthusiastic staff provide interesting and engaging activities that capture children's interests. For example, children mix ingredients and excitedly wait and then watch as they 'erupt' in the tray.

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

- The manager is inspirational and motivates the staff to strive to be the best they can be. They have made good progress since the last inspection and have used the local authority and internal support systems to identify and make improvements throughout the nursery. The effective supervision process is enabling staff to review and develop their own practice, which is having a positive impact on the quality of teaching.
- The manager and staff have developed strong partnerships with parents. They have parents who are the 'voice' of the nursery and share information with other parents. Staff regularly share ideas with parents to help their children continue their learning at home. However, staff do not provide children with opportunities to develop their understanding of the community in which they live and the wider world around them.
- Staff know the children very well and have a good understanding of how children learn and develop. For example, they understand that young children need to have lots of opportunities to strengthen their large and small muscles to help them develop their early writing skills. Staff build on what children know and can do when planning activities. They understand how to follow children's interests, as together they explore photographs of dinosaurs with older children. However, at times, some staff do not provide appropriate challenge for the more able children to further their knowledge and development.
- The manager has a clear curriculum which staff work within. They provide a

range of adult-led activities to prepare children for their next stage in learning and into school. For example, staff support children who are interested in writing to print simple words such as 'cat' and 'dog'. Staff understand how to introduce small next steps to get children ready for the next room in the nursery. For instance, babies are given metal cutlery as they become more confident and to help them progress.

- Staff support children with special educational needs and/or disabilities well. They identify any support required early and are quick to make referrals to the appropriate outside agency. Staff follow the strategies given and develop effective partnerships with parents to ensure consistency in routines between the home and the nursery. As a result, all children are making good progress.
- Staff support children's communication skills well. Babies babble and bounce along to familiar songs and rhymes. They can make choices about the songs that staff sing as they choose wooden spoons with pictures that represent the songs. Older children are learning how to take part in group discussions and value the views of others. Staff are positive role models to children. They provide a narrative to young children's play and ask questions that encourage older children to think and find solutions.

Safeguarding

The arrangements for safeguarding are effective.

The manager has ensured that all staff have accessed safeguarding training. Staff are very knowledgeable about how to keep children safe. This includes the wider aspects of safeguarding, such as county lines and the 'Prevent' duty. They know the signs to look out for in children and their wider families, and know who to report these concerns to, including to agencies outside of their organisation. The manager has a robust recruitment and induction process in place, and regularly monitors that staff remain suitable to work directly with children.

What does the setting need to do to improve?

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

- strengthen teaching to help some staff make best use of activities to extend the learning for more-able children further
- develop ways to engage children in a wide range of experiences to learn about their local community and the wider world around them.

Setting details

Unique reference number	EY289898
Local authority	Portsmouth
Inspection number	10091853
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 to 4
Total number of places	126
Number of children on roll	72
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	0239 2383030
Date of previous inspection	28 November 2018

Information about this early years setting

Busy Bees Day Nursery at Portsmouth registered in 2008. It is situated within the North Harbour Business Park, in the Portsmouth area of Hampshire. The nursery is open weekdays from 7.30am to 6pm all year, with the exception of public holidays. It provides funded educational places for two-, three- and four-year-old children. The nursery employs 21 members of staff. Of these, 17 hold appropriate early years qualifications from level 2 to level 6.

Information about this inspection

Inspectors

Jayne Godden
Teresa Newman

Inspection activities

- Both inspectors observed the quality of teaching and the support for children's learning during activities inside and outside.
- A joint observation was carried out by an inspector and the manager of the nursery to assess how well leaders monitor the quality of teaching.
- Both inspectors talked to parents, staff and children during the inspection and took their views into account.
- A learning walk was carried out by an inspector with the manager of the nursery to gain an overview of the curriculum offered and how they implement this.

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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