

Inspection of Busy Bees Day Nursery at Burntwood

St Matthews, Shaftesbury Drive, Burntwood, Staffordshire WS7 9QP

Inspection date: 11 February 2020

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

What is it like to attend this early years setting?

The provision is outstanding

Staff make excellent use of a wealth of open-ended resources, including natural and everyday items and real vegetables for children to explore and combine as they play. They listen intently to children and the remarks they make and act on them quickly to inspire all children to learn. They diligently research and develop a deep understanding of what they teach, which promotes excellent discussion. For example, children show extremely high levels of engagement as they use props to make a sludge soup and learn about animals from Australia. Every room in the nursery is a hive of activity, as children enthusiastically make choices within their play. Staff creatively make everyday activities enticing, for example by adding additional items to the play dough, sand and water. Children show sustained levels of concentration as they consider the scents and textures added, which keeps their curiosity ignited. Teaching is rooted in an expert knowledge and a full understanding of how children learn and progress. Staff skilfully promote children's language and communication through all their interactions. For example, children speak with increased confidence about how they feel and what they learn, such as mathematical concepts. All children are extremely happy, and laughter is an integral part of their day. The close relationships children have with staff help them to feel safe and secure, and their behaviour is exemplary.

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

- The highly effective leadership, excellent partnerships with parents and a mutual pursuit for excellence shared by the whole staff team lead to outstanding outcomes for children. Staff heavily consult with parents about their children's experiences at home, achievements and interests, and diligently incorporate them in their daily planning to inspire children to learn.
- The manager and deputy pride themselves on leading a happy and dynamic team, and staff report extremely high levels of support. The excellent staff monitoring and coaching systems in place ensure high-quality teaching across the nursery. For example, the proactive room leaders and staff adopt an extremely reflective approach and are relentless in ensuring the curriculum is highly stimulating. They make the very most of professional development opportunities and the latest early years research to continually enhance their outstanding practice.
- Staff expertly use systematic observations and assessments of what the children can do, and incisively plan for their level of achievement and learning styles. This, coupled with their extremely creative approach in providing very rich learning experiences, motivates all children to join in and make the most of what is provided.
- All staff have a deep knowledge of their assigned key children and their families and ensure each child receives high levels of emotional support. Systems to

support transition within the nursery and to help settle new children are carefully tailored to each child's unique needs. Children show a real sense of belonging and have extremely close attachments with staff.

- The promotion of equality and diversity is at the centre of staff's work and all children are valued as individuals. Staff confidently work with parents to support children who are bilingual and skilfully incorporate their additional language during their interactions. Staff swiftly identify any children who may benefit from additional support and work extremely sensitively with parents to obtain any external interventions they may benefit from to help close gaps rapidly.
- All meals and snacks provided are healthy and nutritious. Staff coherently plan and sequence activities over time to reinforce the importance of keeping healthy. For example, staff provide a large set of teeth, toothbrushes and toothpaste to help teach children about oral hygiene. Others learn about the importance of handwashing, as they wash the drawn-on germs off the surgical gloves that are filled with water.
- Promoting children's physical development is given the utmost priority. Children have ample opportunities to be outdoors and physical in the fresh air. Staff caring for babies are extremely attentive to their care needs and often hold their hands and encourage them to walk and move around. Staff skilfully help children to use stopwatches and timers, and encourage them to consider how their bodies and heart rates change during exercise.

Safeguarding

The arrangements for safeguarding are effective.

The management team stringently fosters a culture of safeguarding and keeping children safe throughout the nursery. The leaders rigorously test staff's knowledge of child protection and the health and safety policies in a variety of creative ways. As a result, staff have an exceptional understanding of safeguarding issues and place the highest priority on keeping children safe. There are extremely effective systems in place to ensure all staff are suitable to work with children and their ongoing suitability is assessed. Staff work closely with parents and offer excellent advice on how to help reduce screen time at home and about the risks of the internet.

Setting details

Unique reference number	EY295717
Local authority	Staffordshire
Inspection number	10073462
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 to 5
Total number of places	135
Number of children on roll	209
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01543 678690
Date of previous inspection	16 February 2016

Information about this early years setting

Busy Bees Day Nursery at Burntwood registered in 2004. The nursery employs 52 members of childcare staff. Of these, one holds qualified teacher status, four hold early years qualifications at level 6, three hold qualifications at level 5, one holds a qualification at level 4, 20 hold qualifications at level 3, six hold qualifications at level 2, and 17 are unqualified. 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.

Information about this inspection

Inspector

Parm Sansoyer

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 four joint observations with the nursery manager and deputy.
- The inspector held a meeting with the nursery manager and deputy. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.

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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