

# Inspection of Busy Bees Droitwich

The Hollies, 38 Worcester Road, DROITWICH, Worcestershire WR9 8AH

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Inspection date: 10 March 2020

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<b>Overall effectiveness</b>	<b>Outstanding</b>
The quality of education	<b>Outstanding</b>
Behaviour and attitudes	<b>Outstanding</b>
Personal development	<b>Outstanding</b>
Leadership and management	<b>Outstanding</b>
Overall effectiveness at previous inspection	Outstanding

## **What is it like to attend this early years setting?**

### **The provision is outstanding**

The nursery is a hive of activity and children have lots of fun as they learn. They industriously take part in activities and facilitate their own learning with enthusiasm and vigour. Children are fully engaged and play well together as they negotiate how they can make a pirate ship from a car bumper, tubes, tyres and crates. They say they are going to pirate land and pretend to use the tubes to row and a hoop to steer. They extend their own play as later in the day they dress like pirates, build another ship with cardboard boxes and search for treasure hidden in the sand. Younger children are enthralled as they look at their teeth in a mirror. They are captivated by a story about a crocodile called Alan who has false teeth and excitedly point to the picture as they see Alan's teeth hidden behind a bush. Children develop their imagination. They pretend to make cakes as they stir a mixture of cornflour and water using a large wooden spoon and wear gloves as they carefully scoop it into cake tins. Children's behaviour throughout the nursery is exemplary. Staff act as positive role models and continually encourage children to use good manners, share, take turns and respect each other. Lots of positive language is shared between children and staff, including high levels of praise. Consequently, all children have high self-esteem and confidence.

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

- The manager is forward thinking and proactive. She leads a team of dedicated and enthusiastic staff who strive to ensure that children receive exceptional levels of engagement and support. Staff continually lead their own professional development. They access copious amounts of training through the Busy Bees learning programme and can research ideas for a wealth of activities to enhance children's learning.
- Staff receive an extensive amount of support to enable them to carry out their roles effectively. They attend three different types of supervision meetings where they discuss their well-being, being their best and excellence in childcare. Their individual strengths are valued, and they are encouraged to share ideas and suggestions with other staff members, both in the nursery and throughout the Busy Bees group.
- Children with special educational needs and/or disabilities receive exceptional support and this is a real strength of the nursery. A full-time special educational needs coordinator provides advice and support to children, staff and parents. Staff liaise closely with other professionals involved with the children to ensure that children's needs are consistently recognised and met.
- Staff use highly imaginative ways to teach children about germs. They demonstrate the journey of a germ exceptionally well and in a fun and interesting way that totally captivates children's interest. Children listen to a story about Buzz the bee who is sick because he did not wash his hands before

he ate his hunny sandwiches. Children extend their vocabulary as they say the germs on their hands are camouflaged and invisible because they cannot see them. Staff use glitter in water to show how easily germs can spread. Children get glitter on their hands then touch their faces and the table to explore how the glitter transfers from their hands to what they touch. They know that to remove the germs they must wash their hands with soap and water.

- The environment is utilised to its full potential. Every room is bright, welcoming and stimulating with an abundance of resources to enthuse children to learn. Two outdoor classrooms situated in the garden further enhance children's learning and curiosity, including opportunities to explore loose parts and small construction toys.
- Children make excellent progress in their learning given their individual starting points and capabilities. Staff meticulously monitor and track children's progress to ensure that any weaknesses or higher levels of development are swiftly identified.
- Partnerships with parents are extremely strong. Staff share a wealth of information to ensure that parents are fully informed about their child's learning and activities they have taken part in during the day. Parents' views are sought and valued, and parents are encouraged to become part of the parent partnership group where they can voice their opinions and ideas for the future. Parents' comments are positive. They are extremely happy with the care and nurture provided for children and say that staff go over and above to support children and parents.
- Children experience high levels of literacy throughout the whole nursery. Children of all ages become engrossed in books and stories. Even younger children join in with familiar phrases and act out their favourite parts as they excitedly hunt for a bear.

## **Safeguarding**

The arrangements for safeguarding are effective.

All staff have an exceptionally good knowledge of safeguarding and children's safety is given the utmost priority. Staff can name the types of abuse and are aware of the signs to look for, including how this may show in children's play. They update their training regularly and have an excellent understanding of wider safeguarding issues that may affect children, such as county lines and protecting children from being drawn into extreme situations. Staff fully understand the procedures to follow should they have a concern about a child or a member of staff.

## Setting details

<b>Unique reference number</b>	EY421619
<b>Local authority</b>	Worcestershire
<b>Inspection number</b>	10116317
<b>Type of provision</b>	Childcare on non-domestic premises
<b>Registers</b>	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
<b>Day care type</b>	Full day care
<b>Age range of children at time of inspection</b>	0 to 4
<b>Total number of places</b>	106
<b>Number of children on roll</b>	136
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Telephone number</b>	01905 773981
<b>Date of previous inspection</b>	19 May 2015

## Information about this early years setting

Busy Bees Droitwich registered in 2011. It is one of 379 settings owned by Busy Bees Nurseries Limited. The nursery employs 38 members of childcare staff. Of these, 29 hold appropriate early years qualifications at level 3 or above, including one with a qualification at level 4, one with a qualification at level 5, two with qualified teacher status and one with early years professional status. The nursery opens from Monday to Friday for 50 weeks of the year. 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

Rebecca Johnson

## Inspection activities

- The quality of teaching was observed during activities, indoors and outdoors, and the inspector assessed the impact this has on children's learning.
- The inspector completed a joint observation and a learning walk with the nursery manager.
- The inspector spoke with staff and children at appropriate times during the inspection.
- A meeting was held with the nursery manager and regional manager. The inspector looked at relevant documentation, including children's details and evidence of the suitability of staff working in the nursery.
- The views of parents were taken account of during the inspection.

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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