

# Inspection of Busy Bees Day Nursery at Walthamstow

20 Sutton Road, Walthamstow, London E17 5QA

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Inspection date: 25 May 2021

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

### **The provision is good**

Children are visibly happy, well settled and enjoy their time at nursery. Leaders and staff keep children's well-being and enjoyment at the centre of everything they do. The nursery's curriculum provides children with a broad range of experiences, covering all seven areas of learning, to help target and close any gaps in children's knowledge and development. Children did not attend the nursery throughout the COVID-19 (coronavirus) pandemic. When children returned, their emotional well-being was a clear focus for staff. Staff are sensitive to children's emotional needs, their anxieties and know them well. For instance, staff use stories about colour to help children learn the skills to explain their emotions and express themselves and how they may be feeling. Children behave well and are confident and motivated to learn. Children benefit from the effective partnerships staff form with parents. Throughout the COVID-19 pandemic, parents have not had access to the nursery as they normally would. However, parents talk positively about the new parent 'app' that the nursery have put in place. Staff use this to regularly share information with parents to help them know what their children are learning about in the nursery.

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

- Leaders have a clear vision of what they want children to develop and why. Their curriculum has a clear focus on developing children's independence and communication skills in readiness for school. Children develop good levels of independence. Staff encourage older children to share their opinions and ideas during activities to help develop children's self-esteem. Children are confident to lead during activities and make decisions and choices for themselves on how they want to do things. Toddlers learn to manage their personal needs independently, such as wiping their own nose and washing their hands after. They have opportunities to pour their own drinks at mealtimes and begin to develop a sense of responsibility.
- Staff plan interesting and exciting activities for children that successfully motivate and engage them. Children enthusiastically use new words they have learnt from the varying themes that staff teach them about, such as the Antarctic. They proudly use words like 'hydration' and 'glacier' and develop their language skills well. However, some staff are not specific enough about their intent for activities to help them have a clearer focus on the key skills they want individual children to achieve in readiness for the next stage of their learning. Nonetheless, staff know their key children well and, overall, children make good levels of progress in all areas.
- Parents are involved well in children's learning at home. The nursery has a 'lending library' which encourages children to choose a book to take home to read with their parents. Reading 'top tips' are shared with parents to help

support children's learning at home, including literacy and language skills.

- Leaders and staff establish effective partnerships with other agencies involved with children and their families. For instance, staff use information which has been shared by other professionals in their plans for individual children to support children who have any special educational needs and/or disabilities. This helps to close any gaps in children's development.
- Children have good opportunities to be physically active to support their health and well-being. For instance, they play with bats and balls and ride on toys outside. They use crates and tyres to walk and step on, developing their balance and physical skills well.
- Leaders and staff have worked hard since the last inspection to improve practice. Leaders monitor staff performance well, such as through regular supervisions. They swiftly recognise areas where staff need extra support and any weaknesses in the quality of education. Staff have a wide range of opportunities to develop their individual skills and practice, such as through virtual learning that is provided by the nursery. Leaders successfully implement ways to reduce staff workload. For instance, they have increased the use of bank staff in the nursery to help give regular staff extra time to complete their assessment and planning duties.

## Safeguarding

The arrangements for safeguarding are effective.

Leaders and staff understand their responsibilities and know how to keep children safe. They know the possible signs that may indicate a child is a risk of harm and how to report their concerns about children and or if there is an allegation made about a member of staff. The nursery is safe and secure. Staff follow safety procedures well, such as regularly assessing risks in all areas that children use, to identify and remove any hazards. Since the last inspection, leaders have improved the security of the premises to ensure that unauthorised people are not able to access the building.

## What does the setting need to do to improve?

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

- strengthen staff's understanding of how children learn to help enhance planning for children's next steps in their development.

## Setting details

<b>Unique reference number</b>	155097
<b>Local authority</b>	London Borough of Waltham Forest
<b>Inspection number</b>	10120139
<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 at time of inspection</b>	1 to 4
<b>Total number of places</b>	140
<b>Number of children on roll</b>	125
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Telephone number</b>	020 8527 9711
<b>Date of previous inspection</b>	9 August 2019

## Information about this early years setting

Busy Bees Day Nursery at Walthamstow registered in 2001. The nursery is open each weekday from 7am to 7pm, all year round. The provider receives funding to provide free early education for children aged two, three and four years. The provider employs 32 members of staff, of whom 18 hold a relevant early years qualification. Two members of staff hold a relevant level 6 qualification and others have qualifications at level 2 or level 3.

## Information about this inspection

### Inspectors

Anneka Mundy  
Caroline Preston

## Inspection activities

- This was the first routine inspection the setting received since the COVID-19 (coronavirus) pandemic began. The inspector discussed the impact of the pandemic with the setting and has taken that into account in their evaluation of the setting.
- The manager took the inspectors on a learning walk and told them about what they want the children to learn at the nursery.
- The inspectors and the manager completed joint observations of teaching activities to review the quality of education.
- Parents provided feedback on their experiences of the nursery and the inspectors engaged with children at appropriate times.
- The inspectors looked at documents relating to the suitability of those working with children, such as their early years and first-aid qualifications.

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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