

Inspection of Busy Bees Day Nursery at Norwich Hospital

Colney Lane, Colney, Norwich NR4 7UX

Inspection date: 27 October 2021

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 feel safe and secure at nursery. They have adapted well to the changes made due to the COVID-19 pandemic. Parents now hand their children over to staff at the door and most children come in readily. Staff gently distract those children who need extra support to separate from their parent. Babies show that they are happy at nursery, despite some only attending for a short period of time. They form close emotional attachments to the caring and attentive staff, enjoying cuddles and reassurance. Classical music is played in the background to help provide a calm environment and soothe babies when it is time for their sleep.

Older children develop their confidence. They are keen to approach the inspectors to share their experiences and what they know. Children develop their independence and self-care skills. Two-year-old children enjoy the responsibility of carrying out simple tasks. For example, before sleep time, they collect a mat with staff and help to put on their bedding. Older children step on a wooden block so that they can reach their peg and hang up their belongings. They develop good hygiene routines and know when to wash their hands. Younger children's and babies' intimate care routines are sensitively met.

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

- The manager is passionate about her role and demonstrates that she wants the best for children and her staff team. Staff have regular supervision meetings and reflect on their practice. They access professional development opportunities to help enhance their knowledge and skills. Management support staff to implement new ideas into practice to further enhance the nursery and benefit the children. The manager always ensures staff's welfare and takes time to discuss any well-being issues. Staff report that they are well supported. They are fully aware that they can access additional support, if required, through the company.
- Children, in the main, experience a broad curriculum, which builds on their interests and what they already know. Staff provide activities that promote children's natural instincts to discover and explore. For example, pre-school children are eager to use their hands to make 'soup' with pumpkin flesh and seeds. Overall, staff know what they want children to learn. However, they do not always present information clearly to children so that they understand what is expected of them.
- Staff notice when children may need extra support with their learning, such as those with speech and language difficulties. The special educational needs and disabilities coordinator works closely with staff to ensure they provide suitable activities. Staff involve parents, and other professionals when necessary, to help ensure these children make the best possible progress.

- Children learn to manage their own risks. They understand what is expected of them and the rules they need to follow. Children state, 'Buzz keeps you safe. You have to be careful with scissors, they can cut you'. Outdoors, children balance on the wooden beams. Staff are close by to supervise children at activities.
- Parents express that they appreciate the good levels of communication from staff. They are kept well informed about children's experiences at the nursery and staff actively encourage parents to remain involved in their children's learning. Staff speak about children's home routines to make sure that they keep up to date with any changes. This ensures that children experience continuity with their sleeping, feeding or toileting needs.
- Children enjoy well-balanced, nutritious snacks and meals. Their individual dietary requirements are exceptionally well met. Staff praise children for trying new foods.
- Staff help children to develop their communication and language skills. They enthusiastically sing songs to babies, who move their bodies to the rhythm. Staff use props to help toddlers to identify songs. They reinforce the correct words for objects, such as when young children begin to identify farm animals. Staff ask older children questions as they explore the available resources. However, staff are not always ambitious in the language they use when talking with the children in order to fully support and extend their vocabulary more widely.

Safeguarding

The arrangements for safeguarding are effective.

Staff have a secure knowledge and understanding of how to respond to any concerns about children's welfare. The manager ensures that they are kept up to date with local child protection procedures. Staff fully understand the action they must take if they are concerned about the conduct of the manager or another member of staff. The management team completes regular ongoing checks to ensure staff's suitability to work with children. Staff ensure that the premises are secure and make regular checks of the environment to help to ensure that they keep children safe.

What does the setting need to do to improve?

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

- present information clearly to older children about adult-led activities so that they understand what is being taught and what is expected of them
- focus support and coaching for staff on helping them to fully understand how to support children to develop a wide and varied vocabulary.

Setting details

Unique reference number	EY305861
Local authority	Norfolk
Inspection number	10210806
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children at time of inspection	0 to 4
Total number of places	114
Number of children on roll	143
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01603 507776
Date of previous inspection	6 September 2019

Information about this early years setting

Busy Bees Day Nursery at Norwich Hospital registered in 2005. The nursery employs 29 members of childcare staff. Of these, 21 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

Karen Harris
Diane Middleton

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspectors discussed the impact of the pandemic on the provider and have taken that into account in their evaluation of the provider.
- The manager and inspectors completed a tour of the nursery and discussed how the early years provision and curriculum are organised.
- The inspectors observed the quality of education being provided indoors and outdoors, and assessed the impact that this was having on children's learning.
- Children and staff spoke to the inspectors during the inspection.
- The management team and inspectors carried out joint observations of group activities.
- Parents shared their views of the nursery with the inspectors in discussion and the inspectors took these into account.
- The inspectors 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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