

Inspection of Busy Bees Day Nursery at Leamington Spa

Warwick Gates Business Park, MacBeth Approach, Leamington Spa, Warwick,
Warwickshire CV34 6AD

Inspection date: 1 June 2023

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

What is it like to attend this early years setting?

The provision is outstanding

Children enter this vibrant nursery extremely excited and settle very quickly with the support from nurturing and enthusiastic staff. They separate confidently from their parents and show that they feel safe and secure here. Staff have exceptionally high expectations of children and are excellent role models. Due to this, behaviour is exemplary. Children use excellent manners in their play as they share and take turns. They become confident and independent learners in an inspiring environment that allows them to flourish and make decisions. For example, children take part in weekly voting activities. They choose what they would like to eat the following week and what activity they would like to complete to raise money for charity.

Children enjoy an extensive range of opportunities that support their communication skills. For example, babies listen to a range of songs and stories throughout the day, laughing and dancing as they join in with the actions and signs. Older children are regularly introduced to new and challenging vocabulary. For example, when completing a group activity to follow a recipe using natural materials, children learn about the words 'petal', 'stem' and 'dissect'. Staff skilfully ask children a range of open-ended questions and encourage children to ask questions in their play. They consistently talk to children about what they are doing. This means that children develop excellent speaking skills.

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

- The manager and staff team plan a challenging, highly engaging and sequential curriculum. Staff work very closely with parents to find out what children know and can do when they first start in the setting and use a rigorous assessment process when children are settled. The key-person system is highly effective. This means that staff know their key children extremely well and expertly plan activities to meet their needs and interests. Due to this, all children make excellent progress from their starting points.
- Opportunities for children to develop their physical skills are in abundance. Children develop their large muscles by playing on the climbing and balancing equipment outside. They laugh with staff as they practise their ball skills outside. Children are supported to develop their small hand muscles by using malleable materials in a range of areas and activities. They use a range of mark-making materials to create pictures. This supports children's early writing skills very well.
- Children develop their independence exceptionally well. Staff support babies to begin to feed themselves using spoons, and older children expertly feed and dress themselves independently. Children are regularly encouraged to make choices about their learning and play.
- Staff ensure that children transition through nursery, and on to school,

excellently. They focus on key transition points, making sure that these are smooth for children. New key persons have all the information they require to ensure that children settle into their new rooms quickly and confidently.

- The manager is highly reflective and places a high emphasis on staff professional development. Staff are encouraged to participate in training regularly to ensure that they are continually refreshing and enhancing their knowledge to support them to provide education of the highest quality.
- Teaching British values is a top priority in the setting. Children learn about similarities and differences and celebrate a range of cultural festivals. Children are taught that they have a voice and that staff will always listen to them. They learn about different types of family structures. This helps children to develop an excellent understanding of people, communities and the wider world.
- Parents comment on the high-quality care and learning opportunities that their children receive. They talk about the dedication of the staff and frequently mention how confident their children have become since attending this nursery. Staff value the involvement of parents and ensure that children's learning is regularly shared with parents to provide consistency of care between nursery and home.
- There is a strong process in place for supporting children with special educational needs and/or disabilities (SEND). The special educational needs and/or disabilities coordinator (SENDCo) is extremely knowledgeable and ensures that timely interventions and referrals are in place so that children receive the support they require. Additional funding is spent effectively to support children's needs.
- Partnership working is exemplary. The manager and staff team work closely with parents, external agencies and other settings which children attend in order to ensure that children receive consistent support and the highest quality of education at all times.

Safeguarding

The arrangements for safeguarding are effective.

Staff talk confidently about what they would do to ensure that children are safe. They recognise signs which may indicate a child is at risk of harm and know the procedures to follow. They have recently completed safeguarding training and are aware of safeguarding matters, such as the 'Prevent' duty and female genital mutilation. Staff successfully teach children how to keep themselves safe. Children assist with carrying out risk assessments of the garden area and accurately identify things which may be a hazard. Children talk confidently about the lockdown procedure they follow and comment that they feel safe at nursery.

Setting details

Unique reference number	EY289489
Local authority	Warwickshire
Inspection number	10280798
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	122
Number of children on roll	156
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01926 889110
Date of previous inspection	17 August 2017

Information about this early years setting

Busy Bees Day Nursery at Leamington Spa registered in 2004. The provider employs 40 members of childcare staff. Two members of staff hold qualified teacher status and 24 members of staff hold an appropriate early years qualification from level 2 to level 6. The nursery opens from Monday to Friday, all year round. Sessions are from 7.30am to 6pm. The nursery receives funding to provide free early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Laura Reason
Christine Ward

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 with the provider and have taken that into account in their evaluation of the provider.
- The inspectors conducted a learning walk with the manager and discussed the nursery's curriculum and what they want their children to learn.
- The inspectors held discussions with the manager of the nursery to discuss how the setting is organised. The inspectors looked at relevant documentation, including the suitability of staff working in the nursery.
- The manager and inspectors carried out a joint evaluation of an activity. The inspectors observed the quality of teaching throughout the inspection and discussed the impact this has on children's learning.
- The inspectors spoke to several parents during the inspection and took account of their views of the setting.
- The inspectors spoke to staff and children at appropriate times 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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