

Inspection of Little Bee's Day Nursery Limited

Unit 5a, Hadham Industrial Estate, Church End, Little Hadham, Ware SG11 2DY

Inspection date: 15 August 2023

Overall effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Overall effectiveness at previous inspection	Not applicable

What is it like to attend this early years setting?

The provision is good

Children demonstrate that they have strong attachments to staff. Older children approach staff with confidence when, for example, they want a story. Staff stop what they are doing to read, and children cuddle up, listening attentively. Young babies and toddlers snuggle up to staff during a nap or feed and smile happily as staff hold them closely. Children embrace the nursery 'family' books as they study photos of their families, while sitting together. This helps to promote children's sense of security and belonging.

Children engage fully in a wide variety of activities and experiences that interest them. Staff extend children's learning with skilful questioning. Staff value children's views and ideas and listen to what children tell them. They are sensitive to children's needs. For example, when children become upset, staff ask if they want a cuddle. This ensures that the attention children receive is right for them individually.

Staff are good role models and demonstrate secure relationships with each other. They work well together as a team and speak warmly to children and to each other. This has a positive impact on children. Children demonstrate a good understanding of expectations. They behave well, show kindness to each other and understand right from wrong.

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

- All children make good progress. The curriculum is based on children's starting points and individual interests. It is designed to incorporate children's next steps and helps to prepare them for their next stage of learning. Children's transitions from home and on to the next stage are smooth and purposeful.
- The key-person system is effective. Children are given time to settle and explore their surroundings when they first start at the nursery. They are paired with a key person who they are naturally drawn to, and they build solid attachments. This helps children to settle quickly and reflects the strong bonds they have.
- Children's physical development is promoted well. All children enjoy regular outings and have daily opportunities to explore the local environment, such as woodland walks. Young children move with confidence, using child-sized furniture to walk around, which supports their first steps. Opportunities to explore different materials, such as sand, cornflour and water, are provided daily, which enhances the children's experiences.
- The recruitment and induction procedures are effective. Staff are fully aware of their roles and responsibilities. However, on occasions, they do not recognise that some children are not ready to sleep after lunch, and they continue with the lunchtime routine. This means children's individual needs are not consistently

met.

- Children are provided with a range of freshly prepared healthy meals and snacks, which are cooked on site. At mealtimes, food is clearly labelled and is passed effectively from chef to staff, ensuring that children's individual dietary needs are fully considered. This promotes children's safety.
- Children's communication and language development is promoted. Staff encourage regular opportunities for stories, singing and talking, which supports children's spoken language. However, the support for children who speak English as an additional language is not always promoted as effectively. This results in some children not communicating as well.
- Partnerships with parents are successful, and parental feedback is strong. Staff work closely with parents to ensure that they remain updated about their children's time spent at the nursery. Parents report positively on the nurturing and welcoming staff team and the good communication they receive. Staff share children's progress, achievements and next steps with parents. This has a positive impact on children because it enables parents to extend their children's learning at home.
- The provider ensures that staff well-being and welfare are positively promoted. They hold regular staff meetings, share achievements and apply a range of methods to raise staff's self-esteem and confidence. Staff speak openly about the positive supervision, support and coaching they receive from each other and from the provider. This helps to promote a positive culture and an environment where children thrive.

Safeguarding

The arrangements for safeguarding are effective.

The arrangements for safeguarding children are effective. The provider and their staff team demonstrate a strong knowledge and understanding of what may indicate that a child is at risk of harm. They are confident to report concerns and know where and who to report these to. This includes if they have concerns about the adults they work with. Consistent, and ongoing, training supports staff to have the most up-to-date information, including awareness of safeguarding issues. This helps to promote the safety and welfare of the children attending.

What does the setting need to do to improve?

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

- help staff to consider children's individual needs with regard to sleep times
- consider enhancing the support given to children who speak English as an additional language to help them become more confident communicators.

Setting details

Unique reference number	2713563
Local authority	Hertfordshire
Inspection number	10304433
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	60
Number of children on roll	110
Name of registered person	Little Bee's Day Nursery Limited
Registered person unique reference number	2713564
Telephone number	07908840946
Date of previous inspection	Not applicable

Information about this early years setting

Little Bee's Day Nursery Limited registered in 2023 and operates from a unit in Hadham Industrial Estate. The nursery employs 26 members of childcare staff, 14 of whom hold appropriate early years qualifications at level 2 or above. The nursery operates for 51 weeks of the year, from 7.30am to 6.30pm, Monday to Friday, except for bank holidays and a week at Christmas. The nursery provides funded early education for children aged two, three and four years old.

Information about this inspection

Inspector

Jo Rowley

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the provider and has taken that into account in their evaluation of the provider.
- The provider and the inspector completed a learning walk of all areas of the nursery and discussed the early years curriculum.
- Children communicated with the inspector throughout the inspection. Older children told the inspector about what they liked to do. The inspector talked to staff at appropriate times during the inspection and took account of their views.
- The inspector observed staff interactions with children during an adult-led activity and reviewed this with the provider. In addition, the inspector accompanied staff and children on a walk to the local field.
- A number of parents were spoken to during the inspection and their views considered, alongside written parental feedback and reviews.
- The inspector reviewed a sample of the provider's documentation, including staff suitability, and first-aid arrangements.

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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