

# Inspection of Bizzie Bees Nursery

244 Sundon Park Road, LUTON LU3 3AL

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Inspection date: 4 December 2023

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

### **The provision is good**

Children are eager to arrive and explore the wealth of learning opportunities in this friendly nursery. Management and staff work hard to create an exciting learning environment that ensures children are thoroughly engaged in age-appropriate play throughout their day.

Children behave well and are aware of the need to follow the nursery rules. Staff support this by implementing strategies that develop children's understanding of how to keep themselves and others safe. For example, staff and children regularly refer to the nursery's safety mascot to remind them of appropriate and safe behaviours.

Children with special educational needs and/or disabilities (SEND) are well supported in this nursery. Staff plan and adapt activities well to ensure children have equal access to high-quality learning opportunities that meet their individual needs. For example, staff conduct small-group sessions to provide additional support for children's communication and social development.

Children develop close relationships with the nurturing staff. They rush to greet them on arrival and enjoy cosy story sessions cuddled up in the reading area. Those children with SEND demonstrate particularly close bonds with their key staff, who are always on hand providing targeted support during activities.

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

- Staff have a flexible approach to planning a curriculum based on children's ever-changing interests. Children play an active role in determining what they learn. They discuss topics of interest that staff skilfully incorporate into their planning. Together they create books documenting what they have learned. This enables staff to effectively evaluate the impact their teaching has on children's progress.
- Relationships between staff and carers are strong. Parents speak highly about the interim manager and staff and the high-quality care and support they provide. Parents particularly value the advice and support staff give and how this enables them to continue children's learning at home. Parents have access to an electronic journal system and attend regular consultation meetings to keep them up to date regarding children's progress.
- The interim manager works hard to establish a close network of mutual support with other professionals. She regularly seeks advice to enable staff to offer high-quality learning opportunities for all children. Staff communicate well with local schools and other providers when supporting children's transitions. This enables children to settle swiftly and continue making good progress.
- Children show high levels of confidence in new situations. They welcome visitors

warmly and are eager to show them round their nursery. Children enthusiastically invite visitors into their play, and delight at performing songs in preparation for their winter concert.

- Staff provide meaningful opportunities for children to learn about cultures and ways of life beyond their own. For example, children explore the national flags of their home countries and those of their friends and learn to greet each other in different languages. Parents regularly visit the nursery and share their unique traditions and customs with children and staff.
- Management and staff monitor children's learning closely. They complete regular assessments and document their findings using an online tracking system. Staff use this information to plan activities to support children's progress. However, not all staff demonstrate the detailed understanding of individual children's next steps needed to fully support them in their play.
- Staff morale is high in this well-established team. The provider has devised highly effective methods of monitoring and promoting staff well-being, providing additional support where necessary. She conducts regular appraisals with all staff to identify areas of development. Staff have access to various online and face-to-face training opportunities to enhance their knowledge. However, methods of coaching are not yet robust enough to enable staff to independently identify and address areas to improve their practice.

## Safeguarding

The arrangements for safeguarding are effective.

Management and staff are highly knowledgeable regarding their role in keeping children safe. They identify the signs and symptoms of abuse, and discuss the correct process to follow when reporting concerns. Additionally, staff confidently explain the process they would follow if they felt their concerns were not being dealt with appropriately. The provider has robust recruitment and induction processes in place. She conducts regular checks to ensure all staff remain suitable to work with children.

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

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

- ensure all staff have consistently robust knowledge of children's abilities and areas for development in order for them to fully support children's learning in activities and sessions of free play
- enhance current methods of coaching and mentoring to support staff to identify areas to improve their practice and raise the quality of teaching to a consistently high level.

## Setting details

<b>Unique reference number</b>	EY406225
<b>Local authority</b>	Luton
<b>Inspection number</b>	10312230
<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>	2 to 4
<b>Total number of places</b>	32
<b>Number of children on roll</b>	27
<b>Name of registered person</b>	Lawrence, Julie Ann
<b>Registered person unique reference number</b>	RP513554
<b>Telephone number</b>	01582 583790
<b>Date of previous inspection</b>	24 April 2018

## Information about this early years setting

Bizzie Bees Nursery registered in 2010 and is located in Sundon Park, Luton, Bedfordshire. The nursery opens from Monday to Friday during school term time. Sessions are from 8am to 5pm. The nursery employs eight members of childcare staff. Of these, six hold appropriate early years qualifications at level 3 and above, including one with early years professional status. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

### Inspector

Antonia Campbell

## 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 inspector considered the views of parents by speaking to several during the inspection.
- The inspector looked at relevant documents, including evidence of the suitability of all staff.
- The inspector observed the interactions between staff and children during activities.
- The inspector observed the quality of teaching to assess the impact on children's learning.
- The inspector and manager completed a joint observation of an activity to assess the quality of teaching.
- The inspector held discussions with staff about the monitoring of learning and development in the setting and tracked the progress of several children.

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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