

Inspection of Busy Bees Droitwich

The Hollies, 38 Worcester Road, Droitwich, Worcestershire WR9 8AH

Inspection date: 10 January 2024

Overall effectiveness **Good**

The quality of education **Good**

Behaviour and attitudes **Good**

Personal development **Good**

Leadership and management **Good**

Overall effectiveness at previous inspection Outstanding

What is it like to attend this early years setting?

The provision is good

Staff warmly welcome children as they arrive and talk to them about things they have been doing at home. This builds children's self-esteem and helps them to settle quickly. Staff know children well and provide activities based on children's individual interests and learning needs. As a result, children are engaged, develop curiosity and make good progress in their learning. Staff implement an ambitious curriculum which covers all aspects of learning and supports children's ongoing development. For example, older children enjoy playing with the role play shop. They recognise and name various foods as they pretend to be the shop keeper serving a customer. Staff extend children's learning as they teach them the value of money and how to pay for the items they choose.

Staff build positive relationships with children. Babies receive lots of cuddles if they become upset and staff are attentive to their individual care needs. Hygiene routines are carried out sensitively and with respect. For example, staff prepare children, through discussion, before they wipe children's noses and change their nappies. Children's behaviour is supported well by staff. They encourage them to share, take turns and help each other as they play. For example, older toddlers help each other to scoop the cornflour and water mixture when it gets stuck in a tin. Staff offer positive praise and encouragement at all times, which helps to build children's confidence and makes them feel valued.

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

- The setting has undergone significant changes in the last few months. The management team has dealt with the changes in an exceptionally positive way. They have fully involved staff, parents and children and taken them on the journey with them. Managers have introduced stringent action plans to ensure quality continues to improve. However, moving forward, these need to be continually monitored to ensure they are firmly embedded in practice.
- The premises are in the process of major refurbishment. During this time, managers have implemented robust risk assessments to ensure minimal disruption for children and staff. These are continually reviewed to ensure children's ongoing safety.
- Staff are supported well to continue with their professional development. They access training through the company's virtual learning space. Effective supervision meetings identify areas where staff may need additional support to enhance the quality of teaching even more. Staff's well-being is given high priority and staff say that they feel valued and well supported. The manager is receiving copious and consistent support from other managers within the company to enable her to successfully carry out her role.
- Children with special educational needs and/or disabilities (SEND) are supported

well. Staff use observations and assessments to swiftly identify any gaps in children's learning and development. They work closely with parents and other professionals to access additional support so that children make the best progress from their individual starting points. Staff use simple sign language to enable children with SEND to communicate their needs.

- On the whole, children's communication and language are supported. Staff respond to babies' babble and encourage them to repeat simple words and sounds. Toddlers and older children benefit from conversations with staff. Staff ask questions and introduce new words to increase children's vocabulary. However, there are times when staff do not give children enough time to think and respond to questions before providing them with the answer. Children throughout the setting enjoy looking at books and listening to stories.
- Children thoroughly enjoy the time they spend outdoors. Toddlers balance and jump as they take part in an obstacle course. Older children eagerly participate in an exercise session. Staff show children how to wiggle their hips and touch their toes and children join in with great gusto.
- Children relish the healthy, home-cooked meals which are freshly prepared on site and take into account their individual dietary needs and preferences. Mealtimes are social occasions and staff support children to use cutlery appropriately and with confidence. For example, younger children expertly scoop home-made vegetable soup without spilling any. Older children use a knife and fork with dexterity to successfully cut their food.
- Partnership with parents is strong. Staff share information daily, both verbally and through an online app. This keeps parents informed of their children's progress and helps them to continue their children's learning at home. Parents are exceptionally pleased with the care their children receive. They feel that the manager and staff do a fantastic job. Parents say that they have been fully informed of the changes that have taken place and that this is an exciting time for the setting, moving forward.

Safeguarding

The arrangements for safeguarding are effective.

There is an open and positive culture around safeguarding that puts children's interests first.

What does the setting need to do to improve?

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

- monitor the impact of changes to ensure they are embedded into practice so that quality continues to improve
- allow children time to consider and answer questions to fully support their thinking skills.

Setting details

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| Unique reference number | EY421619 |
| Local authority | Worcestershire |
| Inspection number | 10326065 |
| Type of provision | Childcare on non-domestic premises |
| Registers | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| Day care type | Full day care |
| Age range of children at time of inspection | 0 to 4 |
| Total number of places | 106 |
| Number of children on roll | 95 |
| Name of registered person | Busy Bees Nurseries Limited |
| Registered person unique reference number | RP900821 |
| Telephone number | 01905 773981 |
| Date of previous inspection | 10 March 2020 |

Information about this early years setting

Busy Bees Droitwich registered in 2011. The nursery employs 23 members of childcare staff. Of these, 12 hold appropriate early years qualifications from level 2 to level 6. The nursery opens from Monday to Friday for 50 weeks of the year. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspectors

Tracey Boland
Rebecca Johnson

Inspection activities

- This was the first routine inspection the provider received since the COVID-19 pandemic began. Inspectors discussed the impact of the pandemic with the provider and have taken that into account in their evaluation of the provider.
- The inspectors viewed the provision and discussed the safety and suitability of the premises.
- The manager, senior manager and inspectors completed a learning walk of all areas of the nursery and discussed the early years curriculum.
- The inspectors spoke to children, to find out about their time at the setting.
- The inspectors talked to staff at appropriate times during the inspection and took account of their views.
- The special educational needs coordinator spoke to an inspector about how they support children with SEND.
- The inspectors observed the quality of education being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- The inspectors carried out joint observations of group activities with the manager.
- The inspectors spoke to several parents during the inspection and took account of their views.
- The inspectors looked at relevant documentation and reviewed 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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