

# Inspection of Busy Bees Day Nursery at Walthamstow

20 Sutton Road, Walthamstow, London E17 5QA

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Inspection date: 14 March 2024

<b>Overall effectiveness</b>	<b>Good</b>
The quality of education	<b>Good</b>
Behaviour and attitudes	<b>Good</b>
Personal development	<b>Good</b>
Leadership and management	<b>Good</b>
Overall effectiveness at previous inspection	Requires improvement

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

### **The provision is good**

Since the last inspection, staff have worked hard to create a happy and safe environment for all children. They have put a stronger emphasis on promoting inclusive practice. For example, staff enable children to take part in extra-curricular activities to enhance their learning experiences. This benefits children well, particularly those from disadvantaged backgrounds. Staff teach children to play well together. This is evident, for instance, when older children confidently remind each other of their turn during an activity.

Staff form close relationships with children, including those who have recently joined the nursery. This helps children to settle quickly. Staff are enthusiastic and motivate babies to play with stacking rings and building blocks. Babies show their enjoyment by clapping their hands and smiling. Staff who work with toddlers spend their time looking at books and singing songs with the children. They encourage children to explore musical instruments, such as bells and shakers. Toddlers have a wonderful time as they move their bodies and copy actions of familiar nursery rhymes. Staff encourage older children to explore a sensory tray filled with flowers, sand and feathers. They promote children's creativity well.

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

- Leaders communicate a strong commitment to achieving and sustaining high-quality care and education. They have collaborated closely with their early years advisor to ensure a rigorous evaluation of their practice. One of the changes they have made is in the room layouts, to allow staff to supervise children more effectively. This has reduced accidents and created a calmer environment that supports children's positive behaviour.
- Staff encourage children to use 'kind hands' when playing with each other. They also encourage children to do things for themselves, such as putting on their own coats before going outside to play. Children gain important skills, such as social skills and independence, which are essential for their future education.
- Staff have high expectations for children's learning, overall. They engage children in meaningful conversations, such as discussing how to make mud cakes in the garden. Occasionally, such as during group activities, staff do not give all children enough time to process and respond to their questions. This does not fully promote children's learning.
- Leaders have implemented various initiatives to enhance partnerships with parents, including the introduction of a parent support pack. This pack assists staff in providing parents with continuous communication to aid children's learning, including how to handle biting incidents. Parents report that they are very happy with the recent positive developments and feel reassured by the changes and stability at the nursery.

- Rigorous procedures for assessing staff's suitability to work with children are in place. They ensure that staff are fully aware of the procedures should there be an allegation made against them or their colleagues.
- Leaders have enhanced coaching and supervision by providing staff with tailored professional development opportunities to enhance their teaching practice. As a result of recent training, staff have improved their understanding of how to observe and evaluate children's learning. They use this knowledge to design a stimulating and age-appropriate curriculum that meets the diverse learning needs of children. Children with speech delays or challenging behaviour have made notable progress from their starting points.
- Overall, staff are good at promoting children's physical health. They provide children with nutritious meals that support their growth and development. In addition, staff ensure that children have regular access to outdoors for fresh air and exercise. However, some staff do not always wash their own hands after cleaning children's noses. This practice does not ensure the highest level of cleanliness, which can increase the risk of germs and infectious illnesses.
- Leaders conduct regular safety checks of the premises to identify hazards and risks that may endanger staff and children. They promptly notify relevant agencies and take necessary steps to ensure the safety and comfort of all children.

## **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:**

- continue to support staff with the use of questioning to promote children's language and thinking skills further
- maintain good hygiene practices, especially consistent handwashing procedures among staff, to protect children's health.

## Setting details

<b>Unique reference number</b>	155097
<b>Local authority</b>	London Borough of Waltham Forest
<b>Inspection number</b>	10284929
<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>	0 to 4
<b>Total number of places</b>	140
<b>Number of children on roll</b>	68
<b>Name of registered person</b>	Busy Bees Nurseries Limited
<b>Registered person unique reference number</b>	RP900821
<b>Telephone number</b>	020 8527 9711
<b>Date of previous inspection</b>	16 March 2023

## Information about this early years setting

Busy Bees Day Nursery at Walthamstow registered in 2001. The nursery is open every weekday from 7.30 am to 6.30 pm, all year round. The provider receives funding to provide free early education for children aged two, three, and four. There are 25 staff members, of whom 10 hold relevant level 3 qualifications and others have qualifications at level 2.

## Information about this inspection

### Inspector

Marisol Hernandez-Garn

## Inspection activities

- The inspector discussed any continued impact of the pandemic with the manager and has taken that into account in their evaluation of the nursery.
- The manager and deputy manager showed the inspector around the nursery and explained how staff implement their early years curriculum. They carried out a joint observation of a planned activity and evaluated this together.
- The inspector observed staff interactions with the children during indoor and outdoor activities and assessed their impact on children's learning and development.
- The inspector talked to staff and engaged with the children at appropriate times during the inspection.
- Parents shared their feedback on the provision's quality with the inspector.
- The inspector called a meeting with the manager and leaders of the nursery to discuss their practice.

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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