

Inspection of Busy Bees Nursery and Pre-school

The Beehive, Clifford, Hereford, Herefordshire HR3 5HA

Inspection date: 27 March 2024

Overall effectiveness

Outstanding

The quality of education

Outstanding

Behaviour and attitudes

Outstanding

Personal development

Outstanding

Leadership and management

Outstanding

Overall effectiveness at previous inspection

Good

What is it like to attend this early years setting?

The provision is outstanding

Children excitedly arrive at the start of the nursery day, confidently separating from their parents because they are welcomed by kind and attentive staff who know them and their families very well.

Staff skilfully capture children's interest and extend their learning. For example, staff encourage babies to explore a book they have made depicting photos of the range of dressing up shoe's children can choose from. Babies remain engaged as they select different shoes, learn to put them on themselves and then find the corresponding picture in the book. Staff working with older children provide them with a range of resources to ignite their imagination and curiosity. Children use the equipment to construct a map of the world telling staff that they have created an 'ice age, grass lands, a jungle and the sea'. Staff skilfully extend on this learning by asking questions prompting children to think critically. Staff give children time to respond before they excitedly exclaim, 'the jungle animals will survive by drinking water from the sea'.

All children, including those with special educational needs and/or disabilities (SEND), thrive because staff have very high expectations of what they can achieve. Children make excellent progress in relation to their individual starting points and are superbly prepared for their eventual move to school.

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

- The manager and staff demonstrate a genuine passion for ensuring children are provided with an ambitious and meaningful curriculum that is structured around the individual needs of the children. The quality of teaching is excellent. Staff working with children of all ages use a range of different teaching styles and adapt their interactions to ensure the experiences on offer are exciting, challenging, and well-sequenced.
- Children with SEND receive excellent support. The experienced and knowledgeable special educational needs coordinator works closely with staff, parents, and other professionals to ensure that any gaps in learning are swiftly identified. Targeted intervention, support and individual learning plans are put in place. These plans are reviewed regularly. This helps children make the progress they are capable of.
- Staff provide children with first hand experiences to learn about their community and the world around them. For example, staff support children when they discover a dead wood pigeon in the nursery garden after it had flown into the window of the outdoor classroom. Staff use this to sensitively teach children about life cycles. Children confidently tell visitors that the fox would have eaten the pigeon for their tea because foxes are carnivores.

- Staff working with babies provide them with exceptional support which superbly promotes their personal, social, and emotional development. Knowledgeable and experience staff provide babies with high levels of emotional reassurance. For example, when children show signs of needing cuddles and comfort staff are quick to respond. They spend time sitting on the floor cuddling them until the child shows signs that they are happy to separate from them. This helps to create strong and secure relationships between adults and children.
- Children's behaviour is exemplary. Their kindness and consideration shown towards each other is fostered from a very early age. Babies warmly greet each other when staff bring them from the sleep room following their nap. Older children recognise the importance of turn taking, including others in their play, and taking turns when speaking in groups.
- Partnerships with parents are excellent. Highly effective communication between home and nursery ensure parents are fully aware of children's experiences within the setting. Social events take place throughout the year, such as parents and children being invited to attend an Easter egg hunt. Staff provide support for parents when needed. For example, a recently constructed and furnished shed in the garden has been provided for a tranquil space where parents can meet with staff to discuss matters concerning family life. Parents speak extremely positively about the care the staff afford their children. They say the staff are, 'incredibly nurturing and give the children plenty of love and attention'.
- Staff benefit from excellent support from the inspirational manager. She provides staff with ongoing support, encouragement, and opportunities to develop their knowledge and skills. Staff express their complete satisfaction in their roles. They feel whole heartedly supported by the manager saying that 'we are what we are as her enthusiasm cascades down to us'.

Safeguarding

The arrangements for safeguarding are effective.

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

Setting details

Unique reference number	EY270241
Local authority	Herefordshire
Inspection number	10312205
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	49
Number of children on roll	73
Name of registered person	Busy Bees Nursery & Pre-school Limited
Registered person unique reference number	RP910362
Telephone number	01497 831000
Date of previous inspection	24 April 2018

Information about this early years setting

Busy Bees Nursery and Pre-school registered in 1998. The nursery employs 19 members of childcare staff. Of these, 17 hold appropriate early years qualifications, including three who hold qualified teacher status, two who hold level 6, eight who hold level 5 and two who hold level 4. The nursery opens from 8am until 5.30pm, Monday to Friday, all year round, with the exception of bank holidays and two weeks at Christmas. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Amanda Tompkin

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 completed a learning walk with the manager to understand how the setting operates and how the curriculum is organised.
- The inspector observed the quality of teaching during activities and assessed the impact this has on children's learning.
- The inspector spoke with staff and children at appropriate times during the inspection.
- Parents shared their views of the setting with the inspector.
- The inspector completed joint observations with the manager and pre-school room leader.
- The inspector looked at relevant documentation and evidence of the suitability of staff working in the setting.

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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