

Inspection of Busy Bees Day Nursery at Colchester Severalls Business Park

Phoenix Square, Wyncolls Road, Severalls Industrial Park, Colchester, Essex CO4
9AS

Inspection date: 28 February 2020

Overall effectiveness	Outstanding
The quality of education	Outstanding
Behaviour and attitudes	Outstanding
Personal development	Outstanding
Leadership and management	Outstanding
Overall effectiveness at previous inspection	Outstanding

What is it like to attend this early years setting?

The provision is outstanding

A buzz of excitement fills the nursery entrance foyer as children excitedly part from their parents and carers, eager to begin their day. Children confidently enter their specific rooms and are greeted by enthusiastic and caring staff. They immediately become engrossed in rich and purposeful learning opportunities. Babies form extremely close and caring bonds with their key person. They sit contentedly smiling and babbling as they reach for and explore the exciting range of toys. They giggle together as they balance toys in their hands and listen intently to the 'story elephant' toy who sways and reads a short story.

Older children flourish as they unreservedly participate in the wide and exciting learning opportunities staff provide for them. They are extremely articulate and express their feelings through lively discussions with their friends and the staff. They write their own names on their work and talk confidently about their experiences. Children have extensive opportunities to enhance their knowledge of the wider community, for example when they go on regular trips in the local area. Visitors to the nursery extend children's knowledge of people who help us. Children behave extremely well. They show the utmost respect for each other and are kind and caring. Children are happy, safe and keen little learners.

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

- Staff know the children extremely well. They use their expert knowledge of each child's likes, dislikes and family life to plan exciting, purposeful learning that is tailored to each child. Staff frequently assess children's progress and actively involve parents in their learning.
- Parents cannot speak highly enough of the nursery staff, managers and support staff. Some comment that their children are exceeding their expectations and are more than ready for school. Others comment on the friendly yet professional staff and managers. They talk about staff really knowing their children and how important this is to them.
- Children are inquisitive and excited learners. They watch and listen intently as staff demonstrate a science experiment. They learn new words, such as 'inflate' and 'deflate', and copy staff when they tell them what ingredients they are using in the experiment. Children remain highly engaged and interested as they watch a balloon fill with carbon dioxide, created from the experiment. They show staff how they can mimic this action by curling in a small ball, then growing and growing until they are tall and wide.
- Children learn how to talk about their feelings as staff use a wide range of props and puppets to encourage children to talk about what frightens them and what makes them happy. They confidently tell staff that 'the sun' makes them happy. This leads to a lively discussion about things related to the sun. Staff support

children's learning superbly. They ask open and relevant questions to continuously extend children's thinking.

- Children become enthusiastic risk assessors. They take it in turns to put on their hard hats and high-visibility jackets to walk around the garden with staff. Children identify anything that has fallen or could be a hazard. They record their findings in their notes and put right anything that they are able to. If there are any hazards, children report these to the nursery manager for immediate attention.
- Older children help to make important nursery decisions. They form part of the pre-school committee and take it in turns to influence things that happen within the pre-school rooms. Children have a very active 'voice' within the nursery. They often vote, for example when choosing an animal or two to adopt at the local zoo.
- Staff are highly effective educators. They understand how children learn and constantly improve their knowledge, for example through training and research. Staff are superbly supported by the nursery manager, who values their role and contribution to the success of the nursery. Staff comment that working at the nursery is like 'having a warm blanket wrapped around your shoulders'.
- The wide and exciting range of resources and learning opportunities enable children to develop skills across all areas of learning. For example, they enjoy developing their physical skills when they manipulate dough and use the physical play resources in the garden. Children learn to count and use simple calculations in their everyday play.
- All children, including those with special educational needs and/or disabilities and those who speak English as an additional language, make exceptional progress. They are extremely confident and independent and are expertly prepared for their next stage of learning.

Safeguarding

The arrangements for safeguarding are effective.

Staff demonstrate extensive knowledge of their responsibilities with regard to protecting children. They understand the main types of abuse. Staff proficiently name the indicators that might alert them to the fact that children could be at risk of harm, including through radicalisation or the internet. Staff continuously update their safeguarding knowledge. They complete regular safeguarding training and have their knowledge tested by the manager during meetings and spot checks. The provider undertakes rigorous suitability checks when recruiting new staff to help ensure that all adults working with children are suitable to do so. New staff complete a thorough induction, which includes learning about the nursery's safeguarding policies and procedures.

Setting details

Unique reference number	EY289579
Local authority	Essex
Inspection number	10127269
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	0 to 4
Total number of places	106
Number of children on roll	117
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Telephone number	01206 844 133
Date of previous inspection	8 April 2013

Information about this early years setting

Busy Bees Day Nursery at Colchester Severalls Business Park registered in 2002. The nursery employs 26 members of childcare staff. Of these, 20 hold appropriate early years qualifications at level 3 or above, including the manager, who holds level 3. The nursery opens from Monday to Friday all year round. Sessions are from 7.15am to 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

Information about this inspection

Inspector

Lynn Hughes

Inspection activities

- The inspector completed a learning walk with the manager and discussed how the nursery implements its curriculum.
- The inspector held a meeting with the manager and deputy. She looked at a range of documentation, including qualifications and evidence of staff's suitability checks.
- The inspector observed an adult-led activity and discussed the learning intention and impact with the manager.
- The inspector spoke to staff and children at appropriate times throughout the inspection.
- The inspector took account of the views of parents spoken to during the inspection and through written feedback.

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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