

Busy Bees at the Hoover Building



Busy Bees Nursery, 34-38 Bideford Avenue, Perivale, Greenford, Middlesex, UB6 8DF

Inspection date	16 June 2015
Previous inspection date	31 October 2011

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
How well the early years provision meets the needs of the range of children who attend		Good	2
The contribution of the early years provision to the well-being of children		Good	2
The effectiveness of the leadership and management of the early years provision		Good	2
The setting meets legal requirements for early years settings			

Summary of key findings for parents

This provision is good

- Staff establish effective partnerships with parents. They have parent representatives to ensure that parents' views are valued and considered when reflecting on how the nursery is run.
- Children benefit from a large, well-resourced outdoor area that provides them with many learning experiences. They are also able to develop their larger physical movements through plenty of regular exercise.
- Children form secure attachments with the staff and, as a result, they are happy in the environment and feel confident to participate in a range of stimulating activities.
- There is a strong staff recruitment procedure that helps to ensure the suitability of all staff to work with children.

It is not yet outstanding because:

- Children are not always able to express their own thoughts and ideas creatively, such as through early writing, during adult-led activities. This means that children's early writing skills are not consistently promoted effectively to fully encourage their creative learning.

What the setting needs to do to improve further

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

- provide children with more opportunities to express their own ideas during adult-led activities to fully extend their learning experiences.

Inspection activities

- The inspector observed interaction between staff and the children.
- The inspector met with parents and considered their views.
- The inspector carried out a joint observation with the one of the managers.
- The inspector held a meeting with the managers to discuss their roles and responsibilities.
- The inspector checked the suitability of all staff working at the nursery.

Inspector

Robert Ernest

Inspection findings

How well the early years provision meets the needs of the range of children who attend. This is good

Staff complete effective assessments on the children's development in order to track their progress. They plan purposeful, interesting activities that incorporate children's individual interests and next steps of learning. Staff are quick to provide additional support for children when required. As a result, all children progress well in their development. Children make choices during their play and benefit from a good range of resources, indoors and outdoors. Staff support children's communication and language through their comments and by asking questions, which helps children to think critically and problem solve. Staff share information with parents well. They have meetings with parents to view their child's development progress. Parents are invited to help staff set learning targets for children, which enables them to continue to support learning at home.

The contribution of the early years provision to the well-being of children is good

Children form friendly bonds with staff, which helps them feel happy in the nursery environment. There is an effective key-person system that supports children in forming secure attachments. Staff make children feel valued as they celebrate a range of different cultural festivals throughout the year. In addition, each room has a family tree displaying photographs of the children and their families. Staff promote healthy lifestyles by offering children a nutritiously well-balanced menu. Children grow their own fruits and vegetables in the nursery garden and are able to taste their own produce in their meals. Staff attend safeguarding training and have a good understanding of their responsibilities to protect children's well-being. They make sure children are safe by implementing clear risk assessments and making daily checks that limit any hazards to children.

The effectiveness of the leadership and management of the early years provision is good

The managers are committed to making continuous improvements and frequently use self-evaluation to reflect on practice. They identify what is working well and consider any improvements they could implement to improve practice. The managers use the views of staff, parents and children to ensure that they are meeting the needs of all people involved with the nursery. The managers closely monitor children's achievements and take action if they feel any areas of development need to be promoted further. Staff are supported well in their professional development. They continue to enhance their childcare knowledge through further training, which they use to enhance outcomes for children. They have termly supervisions with the managers to discuss their performance and set targets. The nursery communicates with other settings children attend to ensure continuity in learning.

Setting details

Unique reference number	EY255387
Local authority	Ealing
Inspection number	956560
Type of provision	Full-time provision
Registration category	Childcare - Non-Domestic
Age range of children	0 - 5
Total number of places	76
Number of children on roll	82
Name of provider	Busy Bees Nurseries Limited
Date of previous inspection	31 October 2011
Telephone number	020 8810 4207

Busy Bees at the Hoover Building opened in 1992. It operates from three converted houses in Perivale, in the London Borough of Ealing. It is open each weekday from 8am to 6pm for 51 weeks of the year. There are currently 20 members of staff employed, 13 of whom hold appropriate childcare qualifications, including 10 at level 3. The provider is in receipt of funding for the provision of free early education to children aged three and four.

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