

Busy Bees Day Nursery at Hertford Hartham Park



Pinder Lodge, Hartham Park, Port Hill, Hertfordshire, SG14 1QS

Inspection date

16 November 2016

Previous inspection date

8 October 2012

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Outstanding	1
Quality of teaching, learning and assessment		Outstanding	1
Personal development, behaviour and welfare		Outstanding	1
Outcomes for children		Outstanding	1

Summary of key findings for parents

This provision is outstanding

- Staff have a superb understanding of how children learn and develop. They provide highly stimulating activities that are extremely focused on the individual needs and interests of each child. Young children demonstrate excellent levels of curiosity as they discover how ice melts to reveal toy dinosaurs frozen inside. Older children learn to speak in French and solve complex mathematical problems.
- The manager and leadership team are inspirational. They use self-evaluation extremely well to continually reflect on the service they provide and identify improvements to successfully drive them forward. Recently introduced innovative activities have had a positive impact for helping children to make excellent progress.
- Staff form excellent partnerships with parents and involve them in every aspect of their children's learning. Parents and children's families periodically enjoy a meal, provided by the nursery, with staff in the evening. This enables staff to share comprehensive feedback and provides parents with opportunities to build relationships with other families.
- Children of all ages thrive and are very happy and confident. The strong skills of all key persons ensure that children form very warm and caring bonds with them from an early stage. Parents comment about how they find it astonishing that all staff have an excellent knowledge of their children's needs. Staff provide exceptional opportunities for children to make a seamless move on to each room.
- Staff provide children with a vibrant and welcoming learning environment, both indoors and outdoors. Children have a vast selection of high-quality resources that is superbly organised to support them in making informed and independent choices.

What the setting needs to do to improve further

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

- strengthen opportunities to raise children's awareness of differences within family groups even further.

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning.
- The inspector spoke to staff and children at appropriate times during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager and curriculum manager.
- The inspector looked at the nursery's self-evaluation process and relevant documentation, such as a selection of policies and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector

Lorraine Pike

Inspection findings

Effectiveness of the leadership and management is outstanding

The dynamic manager is highly effective in supporting the well-qualified team of staff to run the nursery efficiently. The arrangements for safeguarding are effective. Staff have a robust knowledge of the action to take if they have concerns about a child's welfare. The manager's sharp focus on monitoring individual and groups of children's progress helps to identify and address gaps as soon as they emerge. Robust supervision meetings and excellent training opportunities are thoroughly effective and embedded. Staff continue to share outstanding practice with each other using superb interactive training techniques. Partnerships with other settings that children attend are exceptional. Children gain an excellent understanding of diversity as they learn about different ways of life. The staff and manager have innovative ideas about how to promote children's awareness of the differences in family groups, but have not yet implemented these.

Quality of teaching, learning and assessment is outstanding

Parents and siblings of children attending actively contribute to staff's meticulous observations and assessments. This helps staff to precisely identify children's next steps in learning. All children are highly motivated and very eager to learn. Babies have immense fun listening to songs and rhymes sung by staff. They use instruments and bounce their bodies up and down in rhythm to the song. Staff are incredibly attentive to children's verbal and non-verbal communication. Younger children demonstrate superb perseverance and excellent coordination of their hands as they rotate toy nuts onto screws. They engage in exciting sensory activities for long periods of time given their young age. Older children are imaginative as they experiment and make predictions while mixing ingredients together to create a witches' brew. Staff are highly skilled at identifying spontaneous events to extend children's learning. For example, children respond to their probing questions as a helicopter flies overhead. They become absorbed in deep discussions.

Personal development, behaviour and welfare are outstanding

Children behave exceptionally well and demonstrate kind and secure relationships with each other. Children are highly independent. Younger children pour themselves drinks and older children set the table for lunch. Staff place the utmost importance on teaching children to follow excellent hygiene routines. Children have superb opportunities to take part in physical exercise. Younger children excitedly participate in 'stretch and grow' sessions. Older children develop exceptional control of a football with their feet. Children look forward to the weekly cooking activities. This is where they learn about and cook healthy foods.

Outcomes for children are outstanding

Children make rapid progress from their individual starting points. This includes children who speak English as an additional language. Children develop outstanding literacy skills. Older children strengthen the small muscles in their hands in preparation for writing, as they participate in fun, daily 'shake and write' sessions. This is one of the key skills that helps prepare children exceptionally well for their next stage in learning and eventual move to school.

Setting details

Unique reference number	123976
Local authority	Hertfordshire
Inspection number	1059400
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	44
Number of children on roll	78
Name of registered person	Busy Bees Nurseries Limited
Registered person unique reference number	RP900821
Date of previous inspection	8 October 2012
Telephone number	01992 503610

Busy Bees Day Nursery at Hertford Hartham Park was registered in 1993 and is part of a large nursery chain. The nursery employs 16 members of childcare staff. Of these, 11 hold qualifications at level 3. The nursery opens from Monday to Friday, all year round, from 7.30am until 6.30pm. It provides funded early education for three- and four-year-old children. The nursery supports children who speak English as an additional language.

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