

Busy Bees Day Nursery at Heathrow



4 Ironbridge Road, Stockley Park, Uxbridge, Middlesex UB11 1BF

Inspection date	14 February 2019
Previous inspection date	15 July 2015

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Good	2
Effectiveness of 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

- The highly dedicated manager leads an team of extremely committed and experienced staff. There are exceptional opportunities for staff to continue to enhance their knowledge and skills, for example through frequent and relevant training.
- Children are visibly happy. Staff are caring and establish positive, warm relationships with children, supporting their emotional well-being superbly.
- Staff make excellent use of their observations to plan next steps. They follow children's interests and abilities to ensure that all children make excellent progress in their learning and development from their individual starting points, especially indoors.
- The environment is stimulating and attractive. It is exceptionally well organised and significantly enhances children's learning. Children access a very wide range of resources indoors and outdoors which promote all aspects of their play and learning.
- Staff are exemplary role models for children. They are enthusiastic and guide children to respect others and to be kind. Children demonstrate impeccable manners and behaviour.
- Partnerships with parents and other professionals are highly effective. Staff and parents regularly share detailed information about children's development, and staff are skilled at adapting activities to the personal requirements of children. Children have continuous support between home and nursery, which boosts their learning.

What the setting needs to do to improve further

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

- continue to develop learning opportunities for children in the outdoor area, particularly for those children who prefer to learn there .

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 held a meeting with the management team. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke with staff and children during the inspection.
- The inspector carried out a joint observation with the manager and discussed the impact of the staff teaching on children's learning.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector
Laxmi Patel

Inspection findings

Effectiveness of leadership and management is outstanding

Safeguarding is effective. The manager and staff are highly vigilant and understand their duty to protect children, and procedures to follow regarding a child protection concern. They ensure children are extremely well supervised and cared for. The management has rigorous recruitment processes in place. There are excellent systems to ensure all staff are suitable to work with children. The manager monitors staff's performance extremely well, for example through regular and thorough supervisory arrangements. A sharply focused and continuous evaluation of the nursery practice and meticulous monitoring of children's progress help to identify areas for improvement. For example, there is scope to develop further learning opportunities outdoors to ensure that all children continue to make very strong progress.

Quality of teaching, learning and assessment is outstanding

Teaching is consistently of a very high quality. Staff are extremely responsive to babies' individual needs. They are incredibly nurturing and plan an excellent range of sensory activities to develop children's learning. Toddlers show excellent levels of curiosity as they participate, for example, when they roll various objects down a plastic pipe to see how far they will go. They delight in water play, and fill and explore objects that float or sink. Staff skilfully support them to develop their listening skills and express their own ideas. Older children benefit from highly enriching experiences. For example, children are highly engrossed while making a volcano. They are engaged in the activity, and discuss what will happen when they add vinegar and paint to the baking powder. Children are given time to think and to give their own explanations and ideas about what they see and do. Throughout all activities, staff model communication and language skills exceptionally well. They use consistently well-planned questioning that challenges children's thinking to a higher level.

Personal development, behaviour and welfare are outstanding

All children are extremely independent and confident. They enthusiastically explore their surroundings. For instance, babies discover natural objects with interest and excitement. Children are superb problem solvers and have a secure understanding of how to keep themselves safe. Older children think logically and calculate manageable risk. For example, they use wooden planks and large wheels to create balancing activities. Mealtimes are exceptionally sociable. Children thoroughly enjoy eating nutritious meals together and begin to learn about the importance of eating healthily.

Outcomes for children are outstanding

Children are highly motivated and maintain excellent concentration for extremely long periods of time in activities. Children are exceptionally confident communicators. They readily share their ideas, thoughts and feelings. Babies begin to communicate through gestures, expressions and single words, and older children demonstrate phenomenal skills in linking letters to their sounds, write their own name and solve simple mathematical problems with great aptitude. Children achieve a tremendous foundation for their future learning, including their eventual move to school.

Setting details

Unique reference number	EY290242
Local authority	Hillingdon
Inspection number	10063691
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register
Day care type	Full day care
Age range of children	0 - 4
Total number of places	100
Number of children on roll	140
Name of registered person	Busy Bees Day Nurseries Limited
Registered person unique reference number	RP900809
Date of previous inspection	15 July 2015
Telephone number	0208 573 5723

Busy Bees Day Nursery at Heathrow registered in 2004 and is situated in Stockley Park, in the London Borough of Hillingdon. The nursery is open Monday to Friday from 7.30am to 6pm, all year round, except for bank holidays. The provider receives funding for the provision of free early education for children aged two, three and four years. The provider employs 26 staff. Of these, 17 staff hold appropriate early years qualifications.

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