

Honey Bees Day Nursery

Honeybees Nursery, Coningsby Road, LEOMINSTER, Herefordshire, HR6 8LL



Inspection date	16 December 2016
Previous inspection date	25 March 2013

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

- The provider, the manager and the staff are extremely passionate about providing children and families with an exceptional service that meets their needs. They astutely monitor and evaluate the provision and expertly plan for improvement. This includes robustly tackling children's underachievement and giving parents further guidance and resources to support children's learning at home.
- Robust recruitment, staff's performance and development procedures ensure that management and staff are well qualified, extremely knowledgeable and highly skilled. All adults work very well together to expertly promote children's health and safety during routines that are calmly managed. They also offer children exciting and suitably challenging activities.
- Excellent relationships with parents ensure children's interests, backgrounds and care and learning needs are fully understood and met. Parents appreciate staff's guidance and support and regular opportunities to discuss plans for their children's future learning. Parents highlight how well staff promote their children's confidence, enjoyment, rapid progress and readiness for school.
- The manager and staff's excellent interactions with children inspire them to join in, remain engaged and thoroughly enjoy learning. They encourage and praise children who want to try new experiences, do well and persevere. The manager and staff expertly use props, repetition, comments and questions to skilfully foster children's listening, understanding, expressive language and new vocabulary.
- Children are nurtured and thrive. Staff are kind, reassuring and encouraging, ensuring children settle quickly when they start or move within the nursery. Children confidently explore the extremely child friendly, well-equipped surroundings. They help themselves to resources. Staff offer them additional toys and equipment, so children can further develop their independence and ideas for play.

What the setting needs to do to improve further

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

- evaluate the impact of the various teaching initiatives being used to raise children's achievements, understanding and skills even higher.

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 completed a joint observation with the manager.
- The inspector held a meeting with the provider and the manager. She discussed their self-evaluation and plans for improvement and looked at relevant documentation, including evidence of the suitability of staff working in the nursery.
- The inspector spoke to staff and children during the inspection.
- The inspector took account of parents' views from discussions with them during the inspection and from their written feedback to her and the provider.

Inspector

Rachel Wyatt

Inspection findings

Effectiveness of the leadership and management is outstanding

The provider, the manager and staff thoroughly monitor teaching and learning. This enables them to promptly identify and address any issues concerning children's developmental delay, underachievement or gaps in the curriculum. Additional funding has been used very effectively to train staff, provide guidance for parents and successfully implement programmes to enhance children's communication skills. The manager and staff have focused teaching on raising children's attainment in mathematics and extending their exploration of materials. The provider now wants to assess the impact of these initiatives on children's progress. Excellent links with other agencies and the children's centre ensure early well-targeted intervention and support for disadvantaged and vulnerable children. Arrangements for safeguarding are effective. Management and staff attend safeguarding training. They are vigilant about monitoring children and taking prompt action when they may have concerns about a child at risk of abuse or neglect.

Quality of teaching, learning and assessment is outstanding

The manager and staff know exactly how well children are progressing as a result of their thorough observations, assessments and discussions with parents and other agencies. Staff use specialised assessment tools to give them an even more precise analysis of children's social, emotional and communication skills. This helps them to quickly identify and plan for the needs of children who have speech and language delay or those who find it difficult to relate to others. Staff adeptly plan exciting adult-led and free-choice activities that reflect children's abilities, next steps and interests. These stimulate children's creativity and exploration, challenge their thinking and offer them interesting first-hand experiences to build on their knowledge and skills. Children listen to and follow clues during a problem-solving activity. They make homes for hibernating animals and visit a tractor showroom during a topic about harvest.

Personal development, behaviour and welfare are outstanding

Children are extremely well cared for. They learn to independently manage their personal care and are very well nourished. Children know about foods that are good for them from helping with cooking and growing fruit and vegetables. They relish being outdoors and being active. Children are physically confident and competent, skilfully using apparatus and wheeled toys. They are very well supervised and taught how to keep themselves safe. Children help keep play areas tidy and safely use tools, utensils and equipment. They are very well behaved. Children and staff often discuss behaviour expectations, such as sitting still, listening carefully and taking turns. They get on well and play cooperatively. Staff extend these skills during discussions about families and the lives of other people.

Outcomes for children are outstanding

Children make outstanding progress in relation to their starting points which are often below age expectations. They are confident, imaginative and resourceful learners who are very well prepared for the next stage in their learning. Children eagerly identify and use numbers for counting and comparing. They relish songs and rhymes and contribute to stories. Children are interested in print and know how some sounds link to letters.

Setting details

Unique reference number	EY396535
Local authority	Herefordshire
Inspection number	1065409
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	42
Number of children on roll	60
Name of registered person	Opportunities for Adventure, Knowledge and Skills Ltd
Registered person unique reference number	RP900865
Date of previous inspection	25 March 2013
Telephone number	01568 613274

Honey Bees Day Nursery was registered in 2009. The nursery employs 18 members of childcare staff. Of these, 14 hold appropriate early years qualifications to at least level 2 or 3. One member of staff has early years professional status and two have early years foundation degrees. The nursery opens from Monday to Friday, all year round, except for bank holidays and a week at Christmas. Sessions are from 8.15am until 5.30pm. The nursery provides funded early education for two-, three- and four-year-old children. It supports children who speak English as an additional language and those who have special educational needs and disabilities.

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