

# Inspection of Busy Bees Day Nursery at Leeds Guiseley

15 Park Road, Guiseley, Leeds, West Yorkshire LS20 8AR

---

Inspection date: 8 November 2019

| <b>Overall effectiveness</b> | <b>Outstanding</b> |
|------------------------------|--------------------|
|------------------------------|--------------------|

---

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**

The nursery is a hub of excellence. Managers and staff uphold a shared vision to help children to flourish into confident, independent, respectful and helpful individuals. The dedicated staff place children at the heart of everything they do. All staff share consistently high expectations for children's learning. They provide a highly stimulating, calm and safe environment, which helps them to deliver their intended curriculum exceptionally well. All children enjoy their time at the nursery and boldly rise to new challenges. They make outstanding progress across all areas of their learning and development. This includes pupils with special educational needs and/or disabilities (SEND).

All staff are highly responsive to children's needs. For example, they offer reassurance, encouraging smiles and cuddles when needed. Furthermore, they consistently chat to the children as they play alongside them. Staff question skilfully and extend children's thinking and speaking skills effectively. Children are extremely happy, self-assured and continually interact with each other and the staff. They learn about friendships, responsibility and including others very well. Children's behaviour is exemplary. They learn to regulate their own behaviour and to negotiate with others. For example, they checked that other children have enough space to sit comfortably when listening to a story. They have a clear understanding of what is expected of them. Staff consistently praise children for their positive behaviour.

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

- The inspirational leadership of the management team drives the excellent standards at the nursery. Self-evaluation is sharply focused and evaluative. The views of staff, children, parents and other professionals are carefully considered when making changes.
- Staff provide an extensive range of experiences that significantly broaden children's knowledge and understanding of people and the wider community. For example, children enjoy outings to local shops to purchase items to use in activities.
- Partnerships with parents are excellent. Parents highly commend the nursery and are actively involved in all aspects of their child's learning and development. Among other things, they are kept extremely well informed of their child's progress through an online system.
- Children used their imaginations exceptionally well as they played with toy Arctic animals, ice and fake snow. Children were animated as they created habitats for the bears and wolves to live in.
- Staff supervision is highly effective. The manager uses her extensive early years knowledge and skills to consistently provide staff with guidance and coaching.

High standards of care and education are maintained. Training priorities are decided on with individuals and as a team. An employee scheme supports staff with any personal issues that may arise relating to health and well-being. Staff report that they feel highly supported in their roles.

- The manager and staff are totally committed to providing inclusive care and education for all children. They ensure that the education and health plans of children with SEND are successfully integrated in the learning environment. Following discussions, staff adapt their environment, resources and approaches to help to support children. This promotes a consistent approach for children and helps them to be successful in their learning and managing their feelings.
- Babies are provided with an incredible array of sensory activities that help to stimulate their natural curiosity. Older children are encouraged to describe what they can see, hear and smell when playing in the different areas of provision. For example, children smelled scent jars which capture the aromas of different natural areas and celebrations, such as bonfire night.
- Staff provide excellent opportunities to promote children's physical development and good health. This is illustrated by them encouraging children to take risks in their physical play. For example, children move carefully along the obstacle courses that they created from resources in their environment. Staff create an exceptionally calming and safe outdoor environment. Children benefit from exercise and relaxation time in the fresh air.
- Children have excellent opportunities to learn about staying safe. For example, they are visited by the local fire service and police. Staff support children to stay safe when using equipment. For instance, staff use a soft toy to encourage children to think about their own safety when using small tools such as scissors.

## **Safeguarding**

The arrangements for safeguarding are effective.

The management team ensures that staff keep their safeguarding knowledge up to date. For instance, they test staff knowledge in staff meetings and use on-the-spot questioning. All staff have an excellent understanding of how to deal with concerns about children's welfare. They are familiar with the whistleblowing policy and local safeguarding procedures for reporting allegations. Staff have an exceptional understanding of the signs and symptoms, which may indicate that children are at risk of harm, including from radical and extreme views. Managers ensure that recruitment procedures are robust and ensure that staff are suitable to work with children.

## Setting details

|  |                                    |
|--|------------------------------------|
| <b>Unique reference number</b>                   | EY250741                           |
| <b>Local authority</b>                           | Leeds                              |
| <b>Inspection number</b>                         | 10117614                           |
| <b>Type of provision</b>                         | Childcare on non-domestic premises |
| <b>Registers</b>                                 | Early Years Register               |
| <b>Day care type</b>                             | Full day care                      |
| <b>Age range of children</b>                     | 0 to 4                             |
| <b>Total number of places</b>                    | 100                                |
| <b>Number of children on roll</b>                | 165                                |
| <b>Name of registered person</b>                 | Busy Bees Nurseries Limited        |
| <b>Registered person unique reference number</b> | RP900821                           |
| <b>Telephone number</b>                          | 01943 871400                       |
| <b>Date of previous inspection</b>               | 4 June 2013                        |

## Information about this early years setting

Busy Bees Nursery registered in 2003. It is situated in purpose-built premises in the Guiseley area of Leeds, and is managed by Busy Bees Childcare Limited. The nursery employs 38 members of childcare staff. Of these, 24 hold appropriate early years qualifications at level 2 and above, including two with level 6 qualifications. The nursery opens Monday to Friday all year round, except for bank holidays. Sessions are from 7.30am until 6pm. The nursery provides funded early education for two-, three- and four-year-old children.

## Information about this inspection

**Inspector**  
Julie Dent

## Inspection activities

- The inspector held a meeting with the management team and looked at relevant documentation and evidence of the suitability of staff working in the setting.
- The inspector completed a 'learning walk' with the manager across all areas of the setting, inside and outside to understand how the setting and the curriculum is organised.
- The inspector took account of the views of parents spoken to during the inspection and through written feedback provided.
- A joint observation was carried out by the inspector and the manager.
- The inspector held discussions with the staff and children at appropriate times during the inspection.

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.

If you are not happy with the inspection or the report, you can [complain to Ofsted](#).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence/](http://www.nationalarchives.gov.uk/doc/open-government-licence/), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

This publication is available at <https://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2019