

Busy Bees Pre-School

Manor Fields Primary School, Wilton Road, Salisbury, SP2 7EJ



Inspection date	10 November 2015
Previous inspection date	14 January 2010

The quality and standards of the early years provision	This inspection:	Outstanding	1
	Previous inspection:	Outstanding	1
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 are extremely skilful and knowledgeable. They respond exceptionally well to children's interests and the individual ways they learn; children are highly motivated learners.
- The management team is highly ambitious. It seeks to improve the quality of the setting and continually drives for excellence.
- Parents speak highly of the communication they receive and the information staff share with them. Staff regularly involve parents in the setting and share experiences about their children, so that parents can continue learning at home.
- Leadership and management of the setting is excellent. They have successfully addressed the previous recommendation from the last inspection. Processes for self-evaluation are robust and all staff work extremely well together to continually reflect and improve their practice.
- Staff are excellent role models for the children. This is highly evident in the high standards of children's behaviour.
- Managers and staff place the children's learning and development at the centre of their practice. All children make rapid progress in preparation for their future learning.

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What the setting needs to do to improve further

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

- increase further children's already excellent mathematical skills, in particular their understanding of comparing quantities.

Inspection activities

- The inspector observed teaching and learning both inside and outdoors.
- The inspector spoke to members of staff and children at appropriate times during the inspection and held a meeting with the manager.
- The inspector carried out a joint observation with the manager.
- The inspector took account of the views of parents spoken to on the day of the inspection.
- The inspector checked a range of documentation, including suitability of all staff, children's learning records, observations and planning, and a range of policies, including the safeguarding practices.

Inspector

Kelly Sunderland

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Inspection findings**Effectiveness of the leadership and management is outstanding**

Leaders implement robust practices. Safeguarding is effective. All staff are aware of the signs and symptoms that may raise cause for concern and follow thorough reporting procedures to protect children from harm. The manager has a comprehensive overview of children's progress. She achieves this through her detailed planning and ongoing monitoring processes. Managers provide staff with highly effective support, which focuses on ensuring that teaching and learning is of a high standard. For example, managers carry out regular observations, including one-to-one meetings and annual appraisals to discuss practice and training needs. Staff talk passionately about their roles and are extremely knowledgeable about the way children learn. They provide a welcoming environment for all children and inclusion is at the heart of their practice.

Quality of teaching, learning and assessment is outstanding

Staff regularly observe and assess children's progress to a high standard. They use this information exceptionally well to plan for children's next steps. Staff are highly effective in using children's individual interests, including input from parents, to plan specific activities. There is a strong focus on promoting children's communication and language skills, in particular for those children with additional needs. For example, all staff members have undertaken training on how to use signing to communicate with children and offer specific language programmes. Children have opportunities to develop their mathematical understanding. For example, they are able to recognise numbers and shapes, as well as count in sequence. Although, occasionally, staff miss some opportunities to extend children's mathematical skills, such as comparing different quantities.

Personal development, behaviour and welfare are outstanding

Children are enthusiastic learners and staff encourage them continually to be independent. For example, children cut up their own fruit at snack time and pour their own drinks. Children form extremely close bonds with staff. All staff to get to know children individually and they use this information within their teaching and learning. Staff help children to think about their feelings; for example, they encourage children to talk about their emotions in order to promote their emotional well-being and sense of security. Children behave well; they learn to respect the views of others, particularly during play. For example, children vote for the story they would like to hear. Staff teach children about the importance of healthy lifestyles; for example, they provide healthy foods at snack time and regular opportunities for physical exercise and access to fresh air.

Outcomes for children are outstanding

Children make rapid progress from their starting points and staff are quick to identify and address any gaps immediately. All children are motivated to learn and show they are ready for the next stage in their learning.

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Setting details

Unique reference number	EY400434
Local authority	Wiltshire
Inspection number	822504
Type of provision	Sessional provision
Day care type	Childcare - Non-Domestic
Age range of children	2 - 5
Total number of places	36
Number of children on roll	59
Name of provider	Busy Bees Pre-School (Bemerton) Committee
Date of previous inspection	14 January 2010
Telephone number	01722328799

Busy Bees Pre-School operates in the grounds of Manor Fields Primary School in Salisbury, Wiltshire. The setting is open Monday to Thursday from 9am to 3pm, and Friday from 9am to 12pm. The provider is in receipt of free early education funding for children aged two and three years old. The provider employs a team of 10 staff to work with the children; of these, nine hold relevant qualifications at level 3 or above.

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