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Cheeky Monkees Day Nursery
161 Durham Road
Stockton on Tees
Cleveland
TS19 0DS

Our Reference EY413293

Dear Mrs Angela Mehegan

Monitoring for provision judged as inadequate

An Ofsted inspector, Julie Morrison, monitored your provision on 13/02/2014 following your inspection where the provision was judged to be inadequate.

Outcome of monitoring

As a result of our inspection on 14/11/2013, we sent you a notice to improve. The actions you were set are included at the end of this letter.

During the monitoring visit the inspector discussed with you the steps you have taken to address the actions raised in the notice to improve. She also spoke with the nominated person, representatives from the Local Authority, members of staff and parents. She observed activities in the baby room, the 'tweenies' room and the outdoor area. The inspector looked at the evidence you have maintained to confirm the full suitability of staff and the processes used to support the development of staff's skills through supervisions and appraisals. The inspector also looked at the systems you are using to observe, plan and assess to ensure that activities meet children's individual needs. She discussed improvements you have put in place to strengthen your key person system and looked at the information you are sharing with parents to keep them informed about their child's learning and development. In addition, she also looked at how hygiene procedures have been improved in the baby room to prevent cross infection.

The inspector found that you have developed a comprehensive action plan to address the issues raised at your last inspection. This has enabled you to accurately identify how to address the areas for improvement that were raised. You explained that this is a working document, which you are continuing to update alongside information provided from the local authority who you have welcomed support from.

The inspector found that you are now obtaining and recording all information regarding the suitability checks obtained for staff, this supports their suitability to work with children. Enhanced Disclosure and Barring Service checks have always

been undertaken and recorded for staff. However, you are now ensuring that other suitability checks including reference checks, are in place and recorded for all staff. You have also implemented a specific checklist for all members of staff to ensure that in the future all required suitability checks will be in place for new members of staff.

You have introduced new checklists and rotas to improve the hygiene procedures in the baby room. This includes, cleaning high chairs after each meal and helping children to learn about good hygiene through daily hand washing routines. These are being monitored by the room leader and the deputy to ensure that they are implemented effectively. However, systems to ensure that children do not drink from each other's beakers have not yet been introduced to further prevent cross-infection. However, staff have identified this as an area to improve and are looking at ways to address this.

The inspector found that you have introduced effective systems for the supervision of all staff. One to one sessions are being used to support staff in developing their skills through ongoing training and support and have resulted in higher staff morale. Group peer observations have also been carried out to enable you to more effectively evaluate the quality of teaching. This has helped you to provide more targeted support to further develop staff's skills. In addition, you have considered staffs individual strengths and changed the staffing in the rooms to make best use of staff's skills and experience.

The inspector found that you have reviewed the way in which you record observations of children's learning. These are more consistent throughout the nursery and are being used more effectively to identify children's next steps in learning and ensure that planning is based on children's individual stage of development. Staff have also attended training on observation, assessment and planning and state they feel more confident in the new systems. You have identified that the organisation of activities in the baby room was particularly weak at the time of the last inspection and have worked closely with your local authority to address this. This has resulted in a temporary change to the room leader and a reorganisation of the resources and activities. You are aware that although this is improving there is still further work to be done in this area and you are continuing to address this.

The key person system has been strengthened at the nursery. You have sent home letters to parents and have displayed clear information about each child's key person. You have also updated your 'all about me' forms, obtaining relevant information from parents to meet children's individual needs. This includes, information about children's likes, dislikes and other agencies currently working with them. This has resulted in you and staff having a better understanding of children's individual needs and helps to support children's transition into the setting. Systems to involve parents in their child's learning and development are ongoing. You have sent home children's learning journals for parents to view and are encouraging parents to use 'weekend diaries' and an 'achievement flower' to contribute information about activities their

children have enjoyed at home. This information is starting to be used by the children's key persons to engage in discussions with the children and to inform future planning if relevant. Parents spoken to at the time of the monitoring visit are aware of their child's key person and state that they have seen an improvement in the way information about their child's learning is being shared with them. This information helps to strengthen the relationships between the staff, parents and children, and helps to meet children's individual needs.

Having considered all the evidence, the inspector is of the opinion that the setting has taken prompt and effective action to address the points for improvement.

Next steps

The next step will be a full inspection.

I hope that you have found the visit helpful in promoting improvement in your setting. If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Nick Hudson
National Director, Early Education

Actions

Action	Due date	Closed date
ensure all staff working with children are subject to a rigorous recruitment procedure to ensure that they are suitable to fulfil the requirements of their role	13/02/2014	13/02/2014
implement effective supervision and performance management arrangements to monitor staff practice and to support them to improve their teaching skills to promote children's welfare and their learning and development	13/02/2014	13/02/2014
improve the arrangements for observation, assessment and planning so that the individual needs, interests and stage of development of each child are considered and use this information to plan a challenging and enjoyable experience for each child in all areas of learning and development	13/02/2014	13/02/2014
improve the hygiene procedures in the baby room to promote the good health of the children and to prevent the spread of infection	13/02/2014	13/02/2014
implement a more effective key person system so that parents are aware of who their child's key person is so they can share information is shared to help children make the transition from home to the nursery and from nursery to school, and to ensure every child's care, learning and development is tailored to meet their individual needs	13/02/2014	13/02/2014
involve parents in their children's learning by improving the exchange of information on entry and during the placement, encouraging them to share what they know their child can do at home.	13/02/2014	13/02/2014
implement effective systems to ensure that any person caring for, or in regular contact with children is suitable (compulsory part of the Childcare Register)	13/02/2014	13/02/2014

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implement effective systems to ensure that any person caring for, or in regular contact with children is suitable (voluntary part of the Childcare Register)	13/02/2014	13/02/2014
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