

Littlemonkeys Daycare

58/59 Watson Way, Winklebury, Basingstoke, Hampshire, RG23 8AN



Inspection date

19 December 2016

Previous inspection date

Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Inadequate	4
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Inadequate	4

Summary of key findings for parents

This provision is inadequate

- The provider fails to ensure that all requirements of the early years foundation stage and the Childcare Register are met. The safeguarding policy and procedures are not fully in line with the Local Safeguarding Children Board. Staff lack a confident understanding of how to identify and respond to some safeguarding concerns.
- Procedures for induction are weak. Staff do not have a consistent understanding of the nursery's policies and procedures, or their roles and responsibilities. They do not follow procedures for recording children's accidents and injuries to support their welfare.
- The manager does not monitor staff practice effectively or provide staff with adequate coaching, support, or training to improve their teaching practice.
- The key-person approach does not support children's well-being consistently. Some staff do not listen to children or follow their interests to meet their individual needs. Children's behaviour is not effectively managed by all staff.
- Some staff do not use the assessment system effectively. They lack understanding of children's next steps in learning and do not provide sufficient challenge. Some children do not make the progress they should for their next stage of learning.
- Self-evaluation does not identify weaknesses, including breaches of requirements, to enable the provider to take appropriate action to improve the provision.

It has the following strengths

- Children enjoy healthy, nutritious meals and snacks and play outside every day.

What the setting needs to do to improve further

To meet the requirements of the early years foundation stage and the Childcare Register the provider must:

	Due Date
<ul style="list-style-type: none"> ■ ensure safeguarding policies and procedures are in line with the Local Safeguarding Children Board, specifically to manage any allegations about staff, and develop further the staff's understanding of how to identify and respond to safeguarding concerns 	14/01/2017
<ul style="list-style-type: none"> ■ implement effective induction procedures to ensure that staff fully understand all policies and procedures, and they are clear about their roles and responsibilities, including safeguarding children 	14/01/2017
<ul style="list-style-type: none"> ■ implement effective procedures to ensure staff consistently record children's accidents, injuries and any first-aid treatment given 	14/01/2017
<ul style="list-style-type: none"> ■ provide effective monitoring, support, coaching and training for all staff to raise the quality of staff practice and teaching across the nursery 	14/01/2017
<ul style="list-style-type: none"> ■ develop the key-person system to ensure that all staff listen and respond to children and consistently meet their individual needs 	14/01/2017
<ul style="list-style-type: none"> ■ ensure all staff understand how to manage children's behaviour appropriately and consistently 	14/01/2017
<ul style="list-style-type: none"> ■ use the assessment process more effectively to ensure all staff understand what children know and can do, to plan suitably challenging learning experiences so that all children make good progress. 	14/01/2017

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

- make effective use of self-evaluation to identify weaknesses, including breaches of requirements, and to take appropriate action to raise the quality of the provision.

Inspection activities

- The inspector had a tour of the nursery and completed a joint observation with the manager.
- The inspector observed the quality of staff interactions with children.
- The inspector held discussions with the manager and staff at appropriate times during the inspection.
- The inspector took into account the views of parents spoken to on the day.
- The inspector looked at various documents, including policies and procedures, risk assessments, staff training records, records for children and evidence of the suitability of staff.

Inspector

Jane Franks

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. The provider does not ensure that all staff have a secure understanding of how to identify concerns about a child's welfare. The safeguarding policies and procedures are not fully in line with the Local Safeguarding Children's Board as required. Staff induction processes are poor. This has a negative impact on staff's understanding of safeguarding, and their role and responsibilities to ensure children's safety. For example, staff do not have an awareness of the procedures to follow and the relevant agencies to contact should they have a concern about another member of staff. Staff have established appropriate partnerships with parents. They invite parents to share details about their child's starting points and provide online information about children's learning in the nursery. Staff are beginning to develop relationships with local schools. For example, they gain information about helping children become ready to start school.

Quality of teaching, learning and assessment is inadequate

Some teaching is ineffective. The provider and manager fail to evaluate the quality of the provision effectively. The manager does not monitor staff practice adequately to ensure that staff have the necessary training and support to improve their teaching. This has a detrimental effect on the quality of children's learning experiences. The manager tracks children's progress to identify gaps in learning. However, she does not ensure that all staff use the information from assessments to provide suitably challenging experiences that help every child to make the best possible progress from their starting points. For example, not all staff have an accurate understanding of what children need to learn next. They fail to challenge children and build on what they know and can do.

Personal development, behaviour and welfare are inadequate

Children's health and safety is compromised. Staff do not follow the nursery procedures consistently to ensure that all children's accidents and injuries are recorded as required. This has a significant impact on children's well-being. Some staff lack understanding of how to manage children's behaviour effectively. For example, at times, staff do not provide children with clear explanations appropriate to their age, and do not support young children to learn to manage their feeling and emotions. Some staff do not respond consistently to children's changing interests and needs. Children become frustrated when staff do not listen to their ideas. This has a negative impact on children and they become restless and disengaged from activities.

Outcomes for children are inadequate

Children do not make sufficient progress to ensure they are prepared for the next stage in their learning and for school. They are not challenged or motivated to learn. Children lose concentration during activities. For example, during craft activities, staff do not engage all children and they lose interest. Children do not develop positive social skills. For example, young children do not learn how to share and take turns during activities.

Setting details

Unique reference number	EY501686
Local authority	Hampshire
Inspection number	1079801
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 4
Total number of places	50
Number of children on roll	12
Name of registered person	Monkeymoos Daycare Ltd
Registered person unique reference number	RP535505
Date of previous inspection	Not applicable
Telephone number	07594298660

Littlemonkeys Daycare registered in 2016. The nursery is located in Winklebury, Basingstoke, Hampshire. It operates Monday to Friday from 7am to 7pm, all year round. The nursery receives funding to provide free early education for children aged two, three, and four years. A team of four staff work with the children. Of these, three have appropriate early years qualifications to level 3.

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