

Cheeky Monkeys

Earls Colne Golf & Leisure, Airfield, Earls Colne, Colchester, CO6 2NS



Inspection date

18 April 2017

Previous inspection date

4 February 2015

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Good	2
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The quality of teaching is variable due to recent staffing changes. Although every child has a key person, staff are not always effectively deployed to promote high-quality interactions and to support children's learning throughout each day.
- The manager is not consistently checking that all key persons complete the required progress check for children aged between two and three years.
- Staff do not always use effective ways to encourage children to think for themselves and express their ideas and understanding.

It has the following strengths

- Children and babies confidently make independent choices in their play as they select from a varied range of resources, both indoors and outside. Additional funding is spent wisely to enhance children's skills using technology.
- Staff are warm and caring. They effectively support children's growing understanding of how to keep themselves safe and healthy. Children eat nutritious meals and any special dietary requirements are catered for.
- Parents make very positive comments about the service and quality of care provided by staff. They say they feel involved in their children's learning when they contribute observations of their children's learning at home and join the nursery for special events.
- Appropriate partnerships are established with outside agencies and other professionals to support children who have special educational needs and/or disabilities.

What the setting needs to do to improve further

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

	Due Date
■ ensure that staff are more effectively deployed and can focus on supporting children's learning and development throughout each day	26/05/2017
■ improve the process for completing the progress check for children aged between two and three years and provide parents with a written summary.	26/05/2017

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

- support staff to enhance their skills and extend opportunities for children to think deeply, share their ideas and use expressive language.

Inspection activities

- The inspector observed the quality of teaching during activities both indoors and outside and assessed the impact this has on children's learning.
- The inspector carried out a joint observation with the manager and held discussions with the nominated person, manager, staff and children.
- The inspector viewed a sample of the children's development records.
- The inspector saw evidence of the suitability and qualifications of the staff, the self-evaluation, risk assessments and policies and procedures.
- The inspector took account of the views of parents spoken to on the day.

Inspector

Patricia Champion

Inspection findings

Effectiveness of the leadership and management requires improvement

Safeguarding is effective. Management and staff are vigilant about the safety of the children and carry out regular risk assessments of the premises. Prompt action is taken when incidents occur. For example, additional safety measures are installed to ensure that children always remain within staff's sight and hearing. Management and staff have a secure knowledge of the correct procedures to follow if they have child protection concerns. Effective vetting, induction and supervision arrangements ensure that staff remain suitable. Staff are encouraged to raise the level of their qualifications and continually update their knowledge through training and regular meetings. Several staff have recently left the nursery and the provider is currently recruiting new staff. Nonetheless, the minimum required staffing ratios are met as staff from the sister settings step in to provide cover. However, the instability of the staff team means that not enough focus is placed on supporting children's learning and development.

Quality of teaching, learning and assessment requires improvement

Staff provide a broad range of activities to promote children's development across the areas of learning. Children relish the chance to investigate and experiment with natural materials. Staff use appropriate assessment to ensure they know children's interests and capabilities. However, not all the required progress checks are completed and shared with parents in a timely way. At times, staff are fully stretched dealing with domestic duties and children's care needs and learning are hindered. There are sometimes delays in organising and setting up resources. Activities and conversations are often interrupted.

Personal development, behaviour and welfare are good

Children and babies are happy and settled. They cheerfully greet familiar staff and quickly build attachments with the new staff caring for them. Staff are sensitive role models and demonstrate considerate behaviour. They calmly negotiate any minor disagreements that children have. Children are beginning to learn to take turns, show respect and share resources. Babies have ample space to crawl and develop their physical skills. Older children adeptly practise their coordination skills. There are also opportunities for the older children to go on outings and take part in interesting woodland activities.

Outcomes for children require improvement

Most of the children are making progress that is typical for their age. The older children are confidently developing the skills they need in readiness for starting school. They capably develop their independence skills and manage their own personal care needs. They confidently count, recognise numbers and learn about different letters and sounds. However, the weaknesses in teaching and assessment do not ensure that activities always engage children, particularly those aged two and three years, at the highest level.

Setting details

Unique reference number	EY377817
Local authority	Essex
Inspection number	1093516
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 - 9
Total number of places	66
Number of children on roll	73
Name of registered person	The Childcare Personnel Company Limited
Registered person unique reference number	RP528213
Date of previous inspection	4 February 2015
Telephone number	07881 531765

Cheeky Monkeys was registered in 2008 and is one of three settings run by the same limited company. The nursery employs 12 members of childcare staff. Of these, one member of staff holds an appropriate early years qualification at level 5, three staff hold a qualification at level 4, six staff hold a qualification at level 3 and one member of staff holds a qualification at level 2. The nursery opens from Monday to Friday, for 51 weeks of the year. Opening times are from 7am until 7pm. The nursery provides funded early education for two-, three- and four-year-old children. It supports children who have special educational needs or disabilities.

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