

Monkey Puzzle Golders Green

131 Golders Green Road, London, NW11 8HJ

Inspection date	25 April 2017
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		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The provider does not follow effective recruitment procedures to ensure that all adults, particularly new staff and the manager, have completed all required suitability checks, which compromises children's safety.
- Staff do not follow appropriate hygiene routines to prevent cross-contamination during some intimate care routines or when providing babies with drinks of water.
- Staff do not provide accurate information for parents consistently, particularly crucial information about consumption of baby milk or nappy changing routines, to maintain an effective two-way flow of information.
- Staff do not maintain an accurate daily record of children's hours of attendance.
- Occasionally, some of the youngest children that are new to the setting do not settle well, including in the absence of their key person, particularly during morning times.
- Sometimes, children whose home language is not English do not have enough opportunities to develop and use their home language in their play and learning.
- Self-evaluation is not successful enough to identify and target all weaknesses.

It has the following strengths

- The quality of teaching is strong and children make good progress in their learning.
- Children have various opportunities to be active and enjoy exercise indoors and outdoors.
- The manager and staff work closely together to monitor children's progress and act promptly to identify and close any gaps in their learning and development.

What the setting needs to do to improve further

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

	Due Date
<ul style="list-style-type: none"> ■ implement effective recruitment systems to ensure that every person working directly with children, particularly new staff and the manager, has their suitability checked, including through an enhanced Disclosure and Barring Service check and other vetting procedures to determine suitability 	05/05/2017
<ul style="list-style-type: none"> ■ ensure appropriate hygiene levels are consistently maintained to eliminate cross-contamination, particularly during intimate care routines and drinking arrangements for babies 	05/05/2017
<ul style="list-style-type: none"> ■ ensure staff are able to provide consistently accurate information to parents, with particular regard to babies' milk consumption and their changing routines 	05/05/2017
<ul style="list-style-type: none"> ■ maintain an accurate daily record of the names of the children looked after on the premises and their hours of attendance. 	05/05/2017

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

- review arrangements to ensure that children new to the nursery consistently settle well, including in the absence of their key person
- use better opportunities to develop and use children's home languages in their play and learning, particularly for children whose first language is not English
- make effective use of self-evaluation to identify breaches in requirements and target all weaknesses in practice to improve outcomes for all children.

Inspection activities

- The inspection took place following the risk assessment process.
- The inspector spoke with the provider, the manager, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, staff suitability and safeguarding.
- The inspector observed activities and daily routines indoors and outdoors.
- The inspector carried out a joint observation with the manager.

Inspector

Nataliia Moroz

Inspection findings

Effectiveness of the leadership and management is inadequate

Leadership and management are weak. The provider does not meet a number of welfare requirements. Safeguarding is ineffective. The provider does not follow effective recruitment procedures to ensure all new staff, including the manager, have completed all required suitability checks before allowing them to work with children. This places children's safety at high risk. However, there are appropriate safeguarding policies and procedures and induction procedures in place. The provider makes sure that all staff have sufficient knowledge about child protection. For example, staff know the signs that may indicate that a child might be at risk and the correct procedures to follow if they are concerned. The provider and the manager support staff's ongoing professional development; for example, through supervision and training to improve their skills. However, they have failed to ensure that staff consistently maintain an accurate daily record of children's attendance. The manager monitors children's progress and ensures staff are able to close any gaps in their learning. Generally, parents are satisfied with the services provided and regularly receive updates about their children's learning. The new manager has completed a self-evaluation and is aware of some weaknesses that she is working on. However, she has not identified all breaches in requirements and other weaknesses to address them sufficiently; particularly for ensuring children's welfare.

Quality of teaching, learning and assessment is good

Staff regularly observe children. Using information from their observations and regular discussions with parents, they plan challenging activities to help all children progress. Children are motivated and excited about the learning opportunities available to them. For example, older children enthusiastically look for worms in the soil in the garden using magnifying glasses, and babies happily explore colourful shaving foam with different toy transport and learn about new textures. Staff skilfully support children's language development. For example, they read books, ask good questions and have discussions with children. However, children whose home language is not English do not have consistent opportunities to develop and use their home language in play.

Personal development, behaviour and welfare are inadequate

The children's welfare is compromised due to the weaknesses in safeguarding. Moreover, staff do not consistently follow good hygiene procedures to avoid cross-contamination. For example, occasionally they do not wash their hands between supporting the intimate care of the children, and babies are able to swap their water cups and drink from them. However, the environment is welcoming and safe. Each child is allocated a key person and all parents are informed about the key-person process. However, sometimes, staff do not help new children who do not have their allocated key person with them, particularly in the morning during separation with parents, to settle. Moreover, staff do not keep accurate information about babies' consumption of milk or times of changing nappies consistently to share with parents at the end of the day. Staff are caring and encourage children to respect others. Children play harmoniously together and on their own. They learn about the benefits of exercise and living healthy lifestyles.

Outcomes for children are good

All children, including those who learn English as an additional language and those who have special educational needs and/or disabilities, make good progress in their learning from the time they start. Children are ready for their next steps in life. They are confident to share own thoughts, independent and keen to take part.

Setting details

Unique reference number	EY536606
Local authority	Barnet
Inspection number	1096322
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 4
Total number of places	47
Number of children on roll	36
Name of registered person	O & S Nurseries Ltd
Registered person unique reference number	RP536605
Date of previous inspection	Not applicable
Telephone number	07779623251

Monkey Puzzle Golders Green nursery registered in 2016. It operates from Golders Green in the London Borough of Barnet. The nursery is open each weekday from 7.30am until 6.30pm, for 51 weeks a year, excluding public holidays. The nursery receives funding to provide free early education for children aged three and four years. The provider employs eight members of staff, six of whom hold relevant childcare qualifications at level 2 or above.

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