

Monkey Puzzle

Park House, 16 High Road, LONDON, N2 9PJ



Inspection date

31 May 2017

Previous inspection date

5 June 2015

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision is inadequate

- Children's safety and well-being are compromised. Staff do not follow the safeguarding policies and procedures, including reporting inappropriate behaviour by other staff.
- The manager does not supervise staff fully effectively to ensure they provide good care for the youngest children. Staff do not understand their responsibility to meet children's health and welfare needs effectively. Some accidents are not dealt with appropriately and not all staff handle babies in a safe manner.
- Staff do not consistently provide accurate information for parents. This includes babies' milk consumption and details of accidents and minor injuries in the baby room.
- Staff do not maintain an accurate daily record of children's hours of attendance.
- Some of the youngest children do not settle well in the absence of their key persons and are unhappy throughout the whole day.
- At times, staff interrupt children's play too early to prepare for changes in the routines.
- Some staff do not pitch activities at an age-appropriate level to support children's learning.
- Self-evaluation is not successful enough to identify and target all weaknesses.

It has the following strengths

- The manager and staff regularly communicate with parents and other professionals about children's learning.
- All children have opportunities to be active and play outside every day.

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 all staff follow the nursery's safeguarding policies and procedures, including reporting inappropriate behaviour displayed by staff	07/06/2017
■ ensure that all staff have a clear knowledge and understanding of their roles and responsibilities to meet children's needs effectively, including acting on all children's accidents appropriately and how to safely pick up babies	07/06/2017
■ ensure staff receive effective coaching, support and training to promote the youngest children's health and well-being effectively	07/06/2017
■ ensure staff provide consistently accurate information to parents, with particular regard to babies' milk consumption and any accidents and minor injuries that occur	07/06/2017
■ maintain an accurate daily record of the names of the children looked after on the premises and their hours of attendance.	07/06/2017

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

- review some daily arrangements to ensure babies consistently settle well throughout the day, including in the absence of their key persons
- allow children enough time to finish the activity they are interested in to their own satisfaction, before they are asked to move on to the next routine or task
- provide consistently the right level of challenge for all children
- make effective use of self-evaluation to identify breaches in requirements and target all weaknesses to improve outcomes for all children.

Inspection activities

- The inspector spoke with the provider, some children, parents and staff throughout the inspection.
- The inspector sampled a range of documents available, including those relating to the premises, safety checks and safeguarding.
- The inspector observed activities and daily routines in all rooms and outside.
- The inspector carried out two joint observations with the manager.

Inspector

Nataliia Moroz

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Staff do not follow safeguarding policies and procedures to keep children safe. Staff do not recognise and report inappropriate actions by other staff, such as handling babies in an unsuitable manner. Although staff receive appropriate induction, the manager does not supervise them effectively to ensure they fulfil their role and responsibility. Staff do not consistently deal with minor injuries appropriately or record and share incidents with parents. In addition, staff do not maintain accurate attendance records. The manager evaluates the provision to target improvement. However, she has not identified all breaches in requirements to keep children safe.

Quality of teaching, learning and assessment requires improvement

At times, staff in the youngest baby room do not know the children well enough to promote their learning and development effectively. The youngest babies do not enjoy the activities on offer because they cry throughout the day and their personal, social and emotional development needs are not met. Nevertheless, staff plan a variety of activities that older children enjoy. For example, toddlers explore ice and learn how it melts. Staff talk to children to introduce new vocabulary and extend their understanding of the world. Overall, the manager and staff monitor children's progress and ensure any gaps identified are closing. Staff observe children and have a suitable understanding of their abilities and interests. However, staff do not consistently pitch activities at the right level for children's age and stage of development. For example, they sing ABC songs with the youngest babies and do not encourage older children to complete achievable tasks for themselves.

Personal development, behaviour and welfare are inadequate

The weaknesses in safeguarding compromise children's welfare. Staff do not record babies' milk consumption accurately, so parents receive incorrect information. Staff do not sign in all children on their arrival, to ensure their safety. The key-person system is not fully successful. At times, some daily routines, particularly for the youngest babies, are not effective to enable their emotional well-being and development, and they do not settle well. Staff ask children to move to the next routine while they are fully engaged in something else. Nevertheless, older children play harmoniously together and on their own. Staff help children understand differences and respect others. Children behave well.

Outcomes for children require improvement

The weaknesses in the youngest baby room hinder babies' motivation to learn and their personal, social and emotional development. Nonetheless, the older children, including those who learn English as an additional language, make good progress. They develop the key skills and attributes required for going to school. For example, they learn to count, and recognise and write their first numbers and letters.

Setting details

Unique reference number	EY434830
Local authority	Barnet
Inspection number	1095096
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	93
Number of children on roll	111
Name of registered person	North London Day Nurseries Limited
Registered person unique reference number	RP902720
Date of previous inspection	5 June 2015
Telephone number	02079981725

Monkey Puzzle nursery is part of a franchise and registered in 2011. It operates from the ground floor of a converted building in East Finchley, in the London Borough of Barnet. The nursery is open Monday to Friday from 8am to 6.30pm for 51 weeks of the year. There are 30 members of staff, of whom 20 hold relevant early years qualifications at level 2 or above. One member of staff holds qualified teacher status.

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