

Cheeky Monkeys Day Nursery

Elstree Way, Borehamwood, Hertfordshire, WD6 1JU



Inspection date

16 October 2017

Previous inspection date

20 February 2013

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		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 does not ensure that staff have a secure knowledge of all aspects of safeguarding to ensure children's welfare and safety.
- Staff are not effectively led and managed. The provider does not monitor and train staff well enough to consistently develop practice or improve and strengthen the quality of teaching. As a result, teaching is poor.
- Children do not progress as well as possible as staff do not consistently provide suitably challenging and enjoyable activities and experiences for them.
- The premises and resources have not been maintained to a good standard to ensure that they are fit for purpose. Floors, furniture and some resources are dirty.
- Self-evaluation is not used effectively. Weaknesses are not accurately identified and addressed to secure improvement.

It has the following strengths

- Children of all ages develop their independence. Staff support babies and younger children well to use cutlery safely to feed themselves.
- Parents speak positively about the nursery. They comment that their children enjoy attending the nursery. Staff share information about children's care and well-being with parents.

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 that all staff have a secure understanding of the 'Prevent' duty guidance for England and Wales 2015 	30/10/2017
<ul style="list-style-type: none"> ■ implement appropriate systems for the supervision of staff, providing support, coaching and training in order to improve the quality of teaching and ensure children receive a good- quality learning experience 	23/10/2017
<ul style="list-style-type: none"> ■ provide suitably challenging and enjoyable activities and experiences to meet children's individual learning needs and support them in making the best possible progress 	23/10/2017
<ul style="list-style-type: none"> ■ ensure that the premises and equipment are clean, well maintained and fit for purpose. 	16/10/2017

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

- improve self-evaluation to identify and address weaknesses and ensure all requirements are met to raise the quality of the provision to a good standard.

Inspection activities

- The inspector observed the quality of teaching during activities in the nursery and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector completed a joint observation with the deputy manager.
- The inspector held a meeting with the providers and deputy manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector spoke to parents during the inspection and took account of their views.

Inspector
Jacqui Oliver

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is not effective. Some staff do not have an up-to-date knowledge of the 'Prevent' duty guidance. They do not have sufficient knowledge of the indicators that a child may be at risk of extreme views or behaviours. The management team implements appropriate recruitment and vetting procedures to ensure all staff working with children are suitable. Staff check the premises for any potential hazards. Safety gates and secure doors prevent children from accessing unauthorised areas of the nursery. However, some areas of the nursery are not clean or well maintained. Registers are appropriately maintained. Children's absences are monitored and staff encourage their good attendance. Most staff are qualified and have attended some mandatory training, such as first aid. However, arrangements for supervision and continued professional development do not address weaknesses in their knowledge and skills in order to improve the quality of teaching. While self-evaluation is undertaken, it does not identify strengths and weaknesses across all areas of practice. Nevertheless, staff are deployed effectively so that ratios are maintained and children are supervised at all times.

Quality of teaching, learning and assessment is inadequate

Staff record observations of children's learning. However, they do not use these well enough to plan and provide challenging and enjoyable experiences for children. Teaching is not focused on what children need to learn next to help them to make good progress. Most activities lack purpose, contribute very little to children's learning and are, on occasions, poorly resourced. There are few opportunities for children to be creative, explore and investigate because activities that encourage these skills are limited. Some staff lack enthusiasm, resulting in poor engagement with children. They do not always join in the children's activities to encourage their development. Some staff sit and watch children play. As a result, children soon lose interest. Nevertheless, children enjoy looking at books and they join in to sing songs.

Personal development, behaviour and welfare are inadequate

Weaknesses in leadership and management compromise children's welfare. Although children are cared for in appropriately furnished rooms, the attention to cleanliness and hygiene is poor. Floors, furniture and some resources are dirty. Nevertheless, settling-in arrangements are suitable and children settle quickly as they become familiar with the staff and get to know the nursery routines. Appropriate procedures are in place to help protect sleeping children. Care practices are effective and staff ensure nappies are changed regularly. Adequate strategies are in place to manage children's behaviour, and staff encourage sharing and turn taking. Children are praised when they do well. This generally builds self-esteem and confidence, such as when young children demonstrate they can use cutlery independently. Children enjoy some opportunities to develop their physical skills both indoors and outdoors.

Outcomes for children are inadequate

Weaknesses in teaching mean that children do not make sufficient progress. Some children are not well prepared for their next stage in learning. Despite this younger

children develop some independence skills and older children demonstrate appropriate listening and attention skills during story times.

Setting details

Unique reference number	EY398965
Local authority	Hertfordshire
Inspection number	1115470
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	85
Number of children on roll	45
Name of registered person	Cheeky Monkeys Day Nursery Partnership
Registered person unique reference number	RP523328
Date of previous inspection	20 February 2013
Telephone number	02082072333

Cheeky Monkeys Day Nursery registered in 2009. It is one of two nurseries that are privately owned. The nursery employs 12 members of childcare staff. Of these, 11 hold appropriate early years qualifications at level 2 or above. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

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