

Monkey Puzzle Day Nursery



Fairley House, Andrews Lane, Cheshunt, WALTHAM CROSS, Hertfordshire, EN7 6LA

Inspection date	24 October 2017
Previous inspection date	27 October 2014

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 risks in the environment are identified. This does not protect the health and safety of children. Staff do not have a clear understanding of their roles and responsibilities regarding the protection and welfare of children in the baby room. Prior written consent is not in place for administration of all medicines.
- The system used by the provider for staff's professional development is not effective. It lacks rigour in tackling identified underperformance to improve teaching skills and raise the standard of staff practice. Staffing arrangements do not ensure that the baby room has a sufficient number of qualified staff.
- Staff do not make accurate observations and assessments of children's initial or ongoing progress. They are not aware of children's level of development and do not identify their next steps in learning. Therefore staff are unable to plan activities that challenge and support children to make good progress.
- Information is not sought from parents about what children already know and can do when they start. Parents are not provided with accurate information about their children's development or how they can support their learning at home.

It has the following strengths

- Since the last inspection there have been improvements to the outdoor play area. Children enjoy learning about the world around them. They look at and talk about spiders as they study them using a magnifying glass.

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
■ ensure that all reasonable steps are taken to identify and minimise hazards so that children are not exposed to unnecessary risks	07/11/2017
■ ensure that staff have a clear understanding of their roles and responsibilities, with particular regard to implementing health and safety measures within the nursery environment	07/11/2017
■ ensure that children are always within sight or hearing of staff, with particular regard to sleeping babies	07/11/2017
■ ensure that prior written consent to administer each and every medication is obtained from parents	07/11/2017
■ ensure that one member of staff in the baby room holds a full and relevant level 3 qualification and at least half of all other staff hold a full and relevant level 2 qualification	07/11/2017
■ ensure appropriate arrangements are put in place for the supervision of staff to monitor personal effectiveness and identify the ongoing training needs of individuals	07/11/2017
■ ensure that observation and assessment of children's development are precise so that staff have an accurate understanding of children's skills and abilities and can plan suitably challenging experiences that help children make good progress	07/11/2017
■ seek information from parents about what their children already know and can do on entry and complete initial observations to plan a challenging and enjoyable learning experience for each child from the start	07/11/2017
■ provide parents with accurate information about their child's development and how they can support their learning at home.	07/11/2017

Inspection activities

- The inspector observed the quality of teaching during activities indoors and assessed the impact this has on children's learning.
- The inspector completed a joint evaluation of an activity with the manager.
- The inspector held a number of discussions with the manager and staff. She looked at relevant documentation and evidence of the suitability of persons working on the premises.
- The inspector spoke to children during the inspection.
- The inspector took account of the views of parents through discussion provided at inspection.

Inspector

Ann Cozzi

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding are not effective. Risk assessments are ineffective. Staff do not identify all potential hazards to children. For example, the poor organisation of cots in the baby's sleep room. Staff in the baby room show a poor understanding of their roles and responsibilities with regard to protecting children's safety. They place children at risk when they fail to adhere to manufacturer's instructions detailed on a chair designed for young babies. Children's safety and well-being are not protected at all times. Staff are not always within sight or hearing of sleeping babies. The organisation and deployment of staff does not ensure that the baby room has an appropriate number of qualified staff. Ratios and deployment in the other rooms in the nursery are well met. Prior written permission is not obtained from parents for all medications administered to children. This does not protect their safety and well-being. Nevertheless staff have completed safeguarding training and are aware of possible signs of abuse. They explain clearly how they would report their concerns to a designated person at the nursery and when relevant, to the local authority. The arrangements for staff supervision are ineffective. The provider has not identified weaknesses in staff practice. As a result, no action has been taken to tackle underperformance. This has a significant impact on children's progress. Partnership with parents is poor. Important initial information about what children know and can do is not sought from parents. Therefore staff are unable to plan for children's individual learning needs from the very start or track their progress. Information about children's individual care requirements is gathered by staff. This helps them to deliver some effective care. Parents are provided with information that helps them to understand the nursery's policies and procedures. The manager also sends out regular newsletters to keep parents informed about what is going on within the nursery.

Quality of teaching, learning and assessment is inadequate

The system used by staff to carry out observations and assessments of children's progress is not effective. Information used by staff to plan for children's individual next steps in learning is not accurate. This is because staff have assessed their development as being lower than children's actual abilities. In addition, some staff talk about how they only plan activities based on children's chronological age rather than their abilities. Children are not challenged and supported to help them make sufficient progress in their learning. Most children have access to an appropriate range of toys. However, the poor organisation of the baby room means that, at times, babies wander or crawl around with little purpose, looking for things to do. This severely limits their ability to make their own choices and decisions. It also prevents them from being able to progress and extend their own ideas and follow their interests. Older children enjoy practising their physical skills. They work out how to climb to reach the top of a play castle and practise manoeuvring sit-and-ride toys using their feet to propel themselves along. Children in the toddler room show interest as they listen to staff reading a familiar story. The most confident children attempt to predict what might happen next. Children are encouraged to interact. They follow staff's lead as they take a deep breath and blow, just like the wolf in the story. Parents talk about how the staff provide them with some daily discussions about their children's achievements. They are invited to attend parents' meetings twice a year to discuss their child's progress. However, information given to parents is inaccurate and does not reflect

what their children know and can do. Parents are not supported to continue children's learning at home.

Personal development, behaviour and welfare are inadequate

The failure to meet safeguarding and welfare requirements compromises children's well-being. There is a key-person system in place. Staff gather information from parents about children's routines, which helps them to meet their care needs and settle them into the nursery. Children show that they have formed relationships with staff in their base room. This helps towards meeting some of their ongoing emotional needs. Staff in the baby room ensure that daily routines help to promote young children's hygiene. For example, they encourage them to clean their own hands before meals. Staff wear protective clothing and gloves when changing nappies. Children spend time in the fresh air each day. The nursery cook prepares a balanced range of meals and snacks for children. Children are well behaved. Staff in the toddler room talk to children about sharing. They support them to learn how to sort out their differences amicably. Children learn how to stay safe. Older children respond well to a discussion with staff about why they should not lie down in an area used for bicycles.

Outcomes for children are inadequate

Children, including those who speak English as an additional language, are not supported well enough to make sufficient progress. Therefore, children are not helped to develop the important skills needed for their next stage of learning or in preparation for starting school.

Setting details

Unique reference number	EY394654
Local authority	Hertfordshire
Inspection number	1104972
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 7
Total number of places	72
Number of children on roll	59
Name of registered person	A & I Childcare Ltd
Registered person unique reference number	RP529023
Date of previous inspection	27 October 2014
Telephone number	01992678535

Monkey Puzzle Day Nursery registered in 2009. The nursery employs 17 members of childcare staff. Of these, 12 hold appropriate early years qualifications at level 2 and above. The nursery opens from Monday to Friday, all year with the exception of a one week closure at Christmas. Sessions are from 7.30am to 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Complaints procedure: raising concerns and making complaints about Ofsted', which is available from Ofsted's website: www.gov.uk/government/organisations/ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 4234, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at www.ofsted.gov.uk/resources/120354.

Interested in our work? You can subscribe to our website for news, information and updates at www.ofsted.gov.uk/user.

Piccadilly Gate
Store St
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/government/organisations/ofsted

© Crown copyright 2017

