

Monkey Puzzle Day

Nursery Chadwell Heath

22-24 Freshwater Road, Chadwellheath, Dagenham, Essex, RM8 1RY



Inspection date

18 October 2017

Previous inspection date

14 February 2017

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Requires Improvement	3
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 fails to ensure that all staff have completed robust suitability checks when they are employed by the nursery.
- The provider and some staff do not have a clear understanding of all child protection policies and procedures. Staff do not supervise children adequately to keep them safe. In addition, risk assessments are weak, which compromises children's safety.
- Staff do not follow all nursery policies and procedures to meet children's needs and keep them safe. They do not implement good hygiene procedures to eliminate cross-contamination and protect children's good health. The provider has not made sure that all staff who handle food have appropriate food-hygiene training.
- Children do not receive consistent messages about how to behave appropriately and consequently become disruptive. Key-person arrangements are weak, compromising quality and consistency in children's care.
- The management team does not provide effective supervision and support to help staff in understanding their roles and responsibilities.
- Staff do not provide challenging activities or engage children in purposeful interaction. The required progress checks for two-year-olds are not completed for each child.

It has the following strengths

- Older children enjoy the activities and gain some skills needed for their next steps.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

Due Date

- | | |
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| ■ ensure that the recruitment procedures for staff include all relevant suitability checks, including for those staff who come from abroad | 24/11/2017 |
| ■ ensure that all lead practitioners for safeguarding understand and implement the safeguarding policy and procedures, with particular regard to how to recognise that an allegation is made against a member of staff and what to do if such an allegation is made | 24/11/2017 |
| ■ ensure that all staff understand all safeguarding policy and procedures and are able to demonstrate a secure knowledge of identifying and reporting concerns, including allegations against a member of staff, what changes to personal circumstances must be notified to the manager and how to identify children who may be at risk from extreme views | 24/11/2017 |
| ■ implement robust and effective risk assessments to ensure any potential hazards to children are identified and removed to continuously maintain children's safety, with particular regard to the flooring which is slippery when covered with sand | 24/11/2017 |
| ■ ensure staff are vigilant and deployed effectively to maintain children's safety and provide adequate supervision for each child at all times, particularly in relation to children's access to the lockable rooms and when children play on the climbing equipment in the baby room | 24/11/2017 |
| ■ ensure all members of staff involved in preparing and handling food have completed appropriate food-hygiene training | 24/11/2017 |
| ■ ensure all staff have a clear knowledge and understanding of their roles and responsibilities and follow all the nursery's policies and procedures; in particular how to safely pick up children and ensuring a person with a current paediatric first-aid qualification is called to deal with accidents appropriately | 24/11/2017 |
| ■ ensure that appropriate hygiene levels are maintained between each use of the sleeping mats, and that all children wash their hands appropriately before eating food to eliminate cross-contamination | 24/11/2017 |
| ■ ensure all staff manage children's behaviour in an appropriate and consistent manner, with particular regard to supporting children to understand expectations for acceptable behaviour | 24/11/2017 |
| ■ implement an effective key-person approach to build effective relationships with parents and ensure children's individual needs | 24/11/2017 |

are met

- | | |
|---|-------------------|
| <ul style="list-style-type: none"> ■ implement effective supervision arrangements to support staff development and monitor that all staff fully understand their roles and responsibilities. | <p>24/11/2017</p> |
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To meet the requirements of the early years foundation stage the provider must:

- | | Due Date |
|--|-------------------|
| <ul style="list-style-type: none"> ■ improve the quality of teaching so that all children make good progress | <p>24/11/2017</p> |
| <ul style="list-style-type: none"> ■ ensure the required progress check for children aged between two and three years is completed and that a written summary of this check is shared with parents to meet all children's learning needs. | <p>24/11/2017</p> |

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector spoke with the provider, the manager, some children, parents and staff during 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.
- The inspector carried out a joint observation with the manager.

Inspector

Nataliia Moroz

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider does not have a secure understanding of the early years foundation stage. Key weaknesses mean that a number of welfare and learning and development requirements for the Early Years Register and Childcare Register are not met. Safeguarding is ineffective. Leaders do not ensure that all staff are thoroughly checked when they are first recruited to ensure they are suitable for their role. Some staff do not know what changes to their personal circumstances they need to report to the manager, so that they can check the staff's ongoing suitability to work with children. The provider, who is also one of the lead practitioners for safeguarding, does not always recognise when an allegation is made against a member of staff. She does not know what to do if such an allegation is made. Furthermore, some of the staff also lack safeguarding knowledge in relation to allegations. Some staff do not know how to recognise or respond if a child is exposed to extreme views. On the day of the inspection, the provider allowed staff without appropriate food-hygiene training to prepare and handle food. Although, there are some opportunities for staff development, supervision meetings are not effective. This leads to staff lacking an appropriate knowledge and understanding of their roles and responsibilities, in relation to children's safety and welfare and their early education.

Quality of teaching, learning and assessment is inadequate

Staff do not support children's learning and development across all areas of learning. They do not provide age-appropriate, challenging learning experiences, particularly for the younger age groups. Not all children have opportunities to engage in purposeful play and this hinders their progress. For example, during the inspection, babies and toddlers had access to limited activities that were appropriate for their early stages of development. In addition, the required progress checks for children aged between two and three years are not completed for each child, nor shared with parents. However, staff use some suitable teaching methods to engage older children in learning. For example, older children actively engage in discussions while creating and decorating clay pots.

Personal development, behaviour and welfare are inadequate

Staff fail to support children's health and safety effectively. For example, during the inspection the floor in the toddler room was covered in sand for the most of the day, which made it very slippery and caused children to slip and fall. Furthermore, staff are not vigilant and do not work well as a team. They do not deploy themselves effectively in order to keep children safe. For example, they fail to notice when young children lock themselves in a room which is used for storage. On another occasion staff did not notice when babies could not climb down from play equipment safely, which resulted in a fall. Following accidents, staff do not ensure that children are treated by practitioners with appropriate paediatric first aid qualifications. Staff do not follow all the nursery's policies and procedures to meet children's health and welfare needs effectively. For example, some staff do not pick up children safely, risking an injury. Some staff do not maintain appropriate hygiene levels between each use of the sleeping mats. Others do not ensure that all children wash their hands appropriately before eating food to eliminate cross-contamination. Some staff do not use the nursery's agreed behaviour management

methods consistently. This does not support children's understanding of expectations for acceptable behaviour. This results in some children being very unsettled and others not learning beneficial social skills.

Outcomes for children are inadequate

The progress that children make is limited and inconsistent across the setting. The key-person approach is not effective. Although each child has an assigned key person, the arrangements do not meet children's individual emotional, learning and developmental needs. Moreover, some parents are not aware of their child's key person. This does not foster positive relationships with parents and means that there is a lack of effective two-way communication to promote continuity of care. This lack of communication with parents and information about children's individual needs results in some children being very upset throughout the day and not receiving emotional support. Nevertheless, older children learn some of the skills needed for their move to school. For example, they learn to become independent and are beginning to recognise some of the sounds that letters represent.

Setting details

Unique reference number	EY498118
Local authority	Barking & Dagenham
Inspection number	1109364
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	82
Number of children on roll	42
Name of registered person	Little Angels Childcare Limited
Registered person unique reference number	RP535146
Date of previous inspection	14 February 2017
Telephone number	0208 599 8627

Monkey Puzzle Day Nursery Chadwell Heath registered in 2016. It is located in Chadwell Heath, in the London borough of Barking and Dagenham. The nursery operates every weekday from 7.30am to 6.30pm, for 51 weeks of the year. The nursery receives funding for early education for children aged two, three and four years. The provider employs 15 members of staff, 13 of whom hold a relevant childcare qualification at level 2 or above.

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.

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