

Cheeky Monkeys Colchester

William Harris Way, Colchester, Essex, CO2 8WJ



Inspection date

13 December 2017

Previous inspection date

4 May 2017

	This inspection:	Inadequate	4
The quality and standards of the early years provision	Previous inspection:	Requires Improvement	3
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

- The provider and manager's supervision of staff is poor. They fail to identify weaknesses in staff's practice. Staff do not receive the appropriate help to improve their knowledge and skills. As a result, children are not safe and their individual needs are not met.
- Risk assessments are poor. Staff fail to recognise risks to children's safety and health as they arise. They do not take action to reduce the risks.
- Staff do not use the information they gain from parents, about children's allergies and dietary requirements, to keep children well and safe from harm.
- Staff do not have sufficient understanding of some safeguarding issues. As a result, children are not kept safe.
- Staff do not understand how to plan effectively for children's learning. This means that children's learning and development is not well supported. There is no provision in place for older children to make better than expected progress.

It has the following strengths

- Staff form appropriate bonds with the children and encourage suitable manners.
- Parents comment that they are happy with the service provided.

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
<ul style="list-style-type: none"> ■ ensure that all staff, including the management, have up to date knowledge of safeguarding issues, including wider safeguarding concerns, such as signs that may indicate a family is being drawn into extremism or a child who may be at risk of female genital mutilation 	29/01/2018
<ul style="list-style-type: none"> ■ improve the supervision of staff so that they are provided with coaching and support, issues are addressed as they arise and staff's knowledge of safeguarding and children's development is monitored effectively 	29/01/2018
<ul style="list-style-type: none"> ■ take all reasonable steps to ensure that children are not exposed to risks and demonstrate how these risks are managed, with particular regard children's dietary requirements and allergies 	29/01/2018

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

	Due Date
<ul style="list-style-type: none"> ■ make better use of the information gained from observations so that staff plan activities that are sufficiently challenging and engage all children to make consistently good progress in their learning 	27/02/2018

Inspection activities

- The inspector observed the quality of teaching during activities indoors and outdoors, and assessed the impact this has on children's learning.
- The inspector completed a joint observation with the nursery manager.
- The inspector held a meeting with the nursery manager and provider. She looked at relevant documentation, such as the nursery's self-evaluation and evidence of the suitability of staff.
- The inspector spoke to staff and children at appropriate times during the inspection.
- The inspector spoke to a small number of parents during the inspection and took account of their views.

Inspector

Daniella Tyler

Inspection findings

Effectiveness of the leadership and management is inadequate

The provider and manager do not have suitable arrangements in place to provide staff with help to improve their practice. They fail to recognise the weaknesses in staff's abilities, such as their safeguarding knowledge, risk assessments and planning for children's learning. The provider has given staff access to the relevant training for Prevent Duty but has failed to ensure that they understand the information to be able to put it into practice. Some staff are not aware of what to look for if a child is at risk from other issues such as extremism or female genital mutilation. As a result, safeguarding is not effective and children are therefore not safe.

Quality of teaching, learning and assessment requires improvement

The quality of teaching is variable. Staff in the pre-school room often provide mundane activities that lack challenge and interest for children. As a result, children struggle to make good progress in their learning. Procedures in place to assess and plan for children's learning need improvement. Observations that the pre-school room staff make do not contain enough information to enable them to support children to make good progress. However staff in the baby room support children's communication skills well. Staff promote younger children's understanding of letters and sounds. They base activities on children's interests and keep them engaged. Children attend outdoor learning classes where they have weekly opportunities to experience nature and the world around them.

Personal development, behaviour and welfare are inadequate

Parents provide information about children's allergies and dietary requirements. However, not all staff are aware of the specific plans in place should the children need medical attention. During the inspection, staff were unsure about the allergies children have or what action to take should the children have a reaction. During the inspection children were walking around the pre-school room with food products containing ingredients that some children are allergic to. Staff did not take action to keep these children safe from harm. Also, lifesaving medication stored on the premises is not readily accessible to allow immediate treatment, if required. Children learn kindness and consideration. For example, they contribute to the local community. They visit the local care homes where they talk and play with the residents.

Outcomes for children require improvement

Children do not receive enough challenge in their learning. Older children are not making good progress. They are not well prepared for school or the next stage in their learning. Some children make expected progress for their age and stage of development. Children develop appropriate independence skills. Babies develop secure physical skills. They cruise around the room and staff help them to crawl and stand. Children learn some skills, such as sharing and taking turns.

Setting details

Unique reference number	EY425653
Local authority	Essex
Inspection number	1118810
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 - 8
Total number of places	66
Number of children on roll	106
Name of registered person	The Childcare Personnel Company Limited
Registered person unique reference number	RP528213
Date of previous inspection	4 May 2017
Telephone number	01206 574402

Cheeky Monkeys Colchester was registered in 2011. The nursery employs 21 members of childcare staff. Of these, 18 hold appropriate early years qualifications at level 2 or above. The nursery opens from Monday to Friday all year round. Sessions are from 8am until 6pm. 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.

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