

Monkey Puzzle Day Nursery Ware

Musley Hill School, Musley Hill, Ware, SG12 7NB



Inspection date	19 January 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Requires improvement	3
	Previous inspection:	Not applicable	
Effectiveness of the leadership and management		Requires improvement	3
Quality of teaching, learning and assessment		Requires improvement	3
Personal development, behaviour and welfare		Requires improvement	3
Outcomes for children		Requires improvement	3

Summary of key findings for parents

This provision requires improvement. It is not yet good because:

- The key-person system is not used to consistently ensure that children's care is fully tailored to their individual needs. Not all parents are aware of the importance of a key-person system or of who their child's key person is. This means children's individual needs are not effectively promoted.
- Staff do not promote effective strategies to provide parents with information to support or extend their children's learning at home.
- Young children's behaviour is not always managed appropriately. Not all staff consistently implement the behaviour management policy. This means young children do not learn right from wrong.
- Staff do not consistently provide all children with appropriate levels of challenge. This reduces opportunities for them to make good progress in their learning overall.

It has the following strengths

- Children's communication and language development is supported appropriately. For example, during story time staff use strategies, such as open-ended questioning and repetition to promote this.
- Staff support children's understanding of their personal safety during day-to-day experiences. For example, older children are reminded to concentrate while they climb on the frame outside, so they do not trip or fall.
- Staff are supported to follow a programme of professional development. This includes attendance at a range of training opportunities.

What the setting needs to do to improve further

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

	Due Date
■ improve the key-person system so that children's care is fully tailored to their individual needs, ensuring that all parents are aware of the importance of a key-person system and of who their child's key person is	16/02/2018
■ improve strategies for engaging parents in their children's learning and development to ensure that parents know what their children are learning and how they can extend this at home	16/02/2018
■ ensure that staff manage children's behaviour appropriately and consistently	16/02/2018
■ assess the individual needs, interests, and stage of development of each child and use this information to plan appropriate, challenging and enjoyable experiences for all children.	16/02/2018

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 held a meeting with the nursery manager. She looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.
- The inspector spoke to a number of parents during the inspection and took account of their views.
- The inspector completed a joint observation with a member of the management team.
- The inspector spoke with staff and children during the inspection.

Inspector

Jo Rowley

Inspection findings

Effectiveness of the leadership and management requires improvement

The arrangements for safeguarding are effective. Staff attend regular child protection training to ensure that they are aware of current legislation. They are supported by the management team to know their role and responsibility in protecting children in their care. Appropriate safeguarding procedures are in place for staff to follow and they understand the professionals to contact if concerns are raised. The management team has recently made positive changes to the recruitment and induction procedures to ensure that they are robust. Regular supervision and appraisal meetings are held to support staff training and development needs. Team meetings and peer observations are carried out to identify staff strengths and areas for improvement. Additionally, suitability discussions are held regularly to ensure that staffing is appropriate. Staff have friendly relationships with parents and they inform them each day of their children's care arrangements. However, the key-person system does not work effectively to engage parents in their children's learning. For example, some parents are not aware of who their child's key person is and during discussions refer to the frequent key-person changes their children have had. Parents have regular opportunities to attend meetings with staff at the nursery to discuss their children's development. However, they are not given sufficient support to be able to extend their children's learning at home.

Quality of teaching, learning and assessment requires improvement

Staff complete regular observations and assess how children are learning and developing. They plan activities and experiences that interest children and link to their next steps in learning. Children independently explore the feel and smell of oats, using a range of equipment to support their physical skills. However, children are not effectively challenged to deepen and extend their knowledge. For example, in the pre-school room staff do not extend children's learning during discussions. In addition to this, older babies use toys and resources that are designed to appeal to younger babies.

Personal development, behaviour and welfare require improvement

Children follow appropriate hygiene routines. Staff talk to them about the importance of handwashing to support their understanding of healthy lifestyles and to limit the spread of infection. Children's behaviour is not managed consistently by all staff. For example, staff do not follow nursery procedures when managing incidents where young children throw toys. This means young children do not learn how to behave appropriately. The key-person system is not effectively promoted. Staff move around the nursery, working in different age groups on a regular basis. This means opportunities for them to tailor or promote children's individual care needs, learning and development are not promoted.

Outcomes for children require improvement

Children are not yet making good enough progress towards the early learning goals. However, they are gaining some of the basic skills they need in readiness for school or the next stage of their learning.

Setting details

Unique reference number	EY500192
Local authority	Hertfordshire
Inspection number	1121758
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	0 - 5
Total number of places	56
Number of children on roll	70
Name of registered person	Swats For Tots Ltd
Registered person unique reference number	RP906457
Date of previous inspection	Not applicable
Telephone number	07859919519

Monkey Puzzle Day Nursery Ware registered in 2016. The nursery employs 18 members of childcare staff. Of these, 13 hold appropriate early years qualifications at level 2 or above. The nursery opens from 7.30am until 6.30pm, Monday to Friday, for 51 weeks of the year.

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