

Monkey Puzzle Day Nursery

Church Hall, Twickenham, TW2 5BY



Inspection date	25 June 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Not applicable	
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 providers fail to protect children's safety and welfare. They do not ensure that the adult-to-child ratio requirements are maintained at all times. Risk assessment is ineffective. Staff do not identify all hazards to minimise risks to children, particularly outdoors. These weaknesses significantly compromise children's safety.
- The providers do not ensure that all staff have sufficient knowledge of the safeguarding issues, such as the 'Prevent' duty guidance. Some staff do not have a clear understanding of the requirements relating to disqualification by association. This puts children's safety at further risk.
- Partnerships with parents are weak. Staff do not consistently share information with parents about their child's key person and the activities they offer at the nursery.
- The providers do not provide the manager and staff with adequate support to help them deliver good-quality care and teaching. Some staff do not observe and assess children's learning effectively to help them plan activities that are suitably challenging and stimulating. Children do not make adequate progress from their starting points.
- The providers do not use the self-evaluation process rigorously enough to help them identify all weaknesses in the nursery's practice.

It has the following strengths

- Children have some opportunities to practise their early writing skills.
- Children hear some nursery songs and stories to help develop their language skills.

What the setting needs to do to improve further

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

	Due Date
■ ensure that adult-to-child ratio requirements are met at all times	16/07/2018
■ develop procedures for risk assessment that ensure all resources and equipment children come into contact with are thoroughly checked and take action to minimise potential hazards, particularly outdoors	16/07/2018
■ ensure all staff working with children gain a secure knowledge and understanding of all safeguarding issues, including the 'Prevent' duty guidance for England and Wales 2015	16/07/2018
■ ensure all staff working with children gain a secure knowledge of the statutory requirements relating to disqualification by association to ensure the safety of children	16/07/2018
■ develop the arrangements for supervising, coaching and training all staff to ensure they have a clear understanding of their responsibilities to support children's welfare and learning and to improve the quality of teaching	16/07/2018
■ ensure systems are in place to share information with parents about their child's key person and activities and experiences provided for their children	16/07/2018
■ develop the system for observation, assessment and planning, and use the information effectively to ensure children make progress across all areas of learning.	16/07/2018

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

- evaluate the quality of the provision more accurately to identify all areas for improvement to improve outcomes for children.

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector observed the quality of teaching during indoor and outdoor activities. She spoke with staff and interacted with children at appropriate times.
- The inspector checked documents relating to the suitability and qualifications of staff and sampled documentation, including safeguarding procedures, accident records and risk assessment procedures. She sampled children's learning records.
- The inspector discussed with the providers and manager how they evaluate the provision and target areas for improvement. She invited the manager to carry out a joint observation.
- The inspector spoke with parents during the inspection and read written feedback from them.

Inspector

Marisol Hernandez-Garn

Inspection findings

Effectiveness of the leadership and management is inadequate

Safeguarding is ineffective. Poor staffing arrangements mean there are not enough staff to cover the ratio requirements at all times. On several occasions, staff leave the room to carry out daily tasks. They are not deployed effectively to supervise children sufficiently. Staff do not carry out thorough checks of the premises, particularly outdoors. For example, children are exposed to hazards in the garden, such as broken toys and stinging nettles. Some outdoor resources and equipment are poorly maintained to ensure they are safe and clean for children to use. These weaknesses significantly compromise children's safety. Not all staff have a sufficient understanding of the child protection issues. They do not know what might indicate a child is at risk of being exposed to extreme views. Some staff have a weak understanding about their duty in relation to disqualification by association. This puts children's welfare at further risk. Although the providers check staff's suitability to work with children, they do not offer them effective support, coaching and training. This limits staff's ability to deliver good-quality educational programmes. The providers fail to evaluate the provision rigorously to identify all weaknesses, for example, they do not share all required information with parents about children's key workers.

Quality of teaching, learning and assessment is inadequate

Staff do not know their key children well enough. They do not observe and assess children's learning routinely to help them identify their interests and what they need to learn next. For example, staff working with babies do not plan activities that are suitably challenging and stimulating. They fail to recognise when children are disinterested and not motivated to take part, such as in group activities. The activities on offer are mundane, unimaginative and lack purpose. Outdoors, older children's learning is hindered because staff do not prepare the environments effectively enough. For example, children cannot access sand and water play because the trays are empty and the role-play area does not have sufficient resources to support their imagination and creativity. Children who are interested in construction play quickly become disengaged because the area is cluttered with toys and disorganised. These weaknesses severely limit children's learning.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership, management and teaching do not support children's development and welfare. The recent staff turnover has had a negative impact on the overall quality of care and education. However, staff follow appropriate procedures to support children's nappy and sleep routines. They use kind words when speaking with children to help them behave appropriately. Staff encourage children to take turns and share their toys.

Outcomes for children are inadequate

Children, including those who are most confident, do not gain the skills that they need for their future learning. They have limited opportunities to develop their existing skills. The activities lack purpose and children do not make enough progress in all areas of learning. Despite this, children develop some independence skills. For example, toddlers and pre-school children help adults to tidy away the toys that they have used.

Setting details

Unique reference number	EY548914
Local authority	Richmond upon Thames
Inspection number	1139303
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register
Age range of children	1 - 4
Total number of places	51
Number of children on roll	43
Name of registered person	Fairyland (UK) Ltd
Registered person unique reference number	RP548913
Date of previous inspection	Not applicable
Telephone number	02085383999

Monkey Puzzle Day Nursery registered in 2017. It operates from a church hall in the London Borough of Richmond upon Thames. The nursery is open from 7.30am until 6.30pm on Monday to Friday, except for bank holidays. There are 11 members of staff and, of these, one holds qualified teacher status and seven hold appropriate early years qualifications from level 2 to level 3. The nursery is in receipt of funding to provide free early education for children aged two, three and four years.

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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