

Monkey Puzzle Day Nursery West Acton

154 Saxon Drive, London W3 0NT



Inspection date	10 October 2018
Previous inspection date	Not applicable

The quality and standards of the early years provision	This inspection: Previous inspection:	Inadequate Not applicable	4
Effectiveness of 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

The provision is inadequate

- The manager does not implement rigorous risk assessment procedures. She has not considered the impact on young children's safety when using the stairs without adequate support. Children's welfare is compromised.
- The manager does not ensure that all staff have a sufficient knowledge of current and wider safeguarding issues, such as the 'Prevent' duty agenda. This puts children's safety at further risk.
- Staff do not receive sufficient support and guidance to help them carry out their roles and responsibilities confidently.
- Partnerships with parents and/or carers are poor. Staff do not keep parents adequately informed about their children's learning. This does not support a consistent approach.
- Staff do not deliver good-quality educational programmes. Children do not receive the right levels of support and are not suitably challenged in their learning, indoors and out. Some children do not show that they are emotionally secure.
- Staff do not consistently collect information about children's learning from the outset. They do not observe and assess children's learning precisely. Consequently, children do not make adequate progress from their starting points.

It has the following strengths

- The manager ensures that the adult-to-child ratio requirements are maintained at all times. Staff deployment is appropriate.

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
carry out rigorous risk assessments so that potential hazards can be identified and minimised to ensure children, particularly babies and toddlers, are not exposed to any risks, especially when using the stairs	05/11/2018
ensure staff gain knowledge and an understanding of all safeguarding matters, including the 'Prevent' duty, to keep children safe from harm	05/11/2018
develop arrangements for the monitoring and supervision of staff and ensure that they have a clear understanding of their roles and responsibilities, to support children's welfare and learning	05/11/2018
improve partnerships with parents and/or carers by enabling a regular two-way flow of information about their child's learning and development to provide consistency in care and teaching.	05/11/2018

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

	Due date
develop educational programmes and provide all children with suitably challenging activities to support them in all areas of their learning, including those who prefer to learn outdoors	05/11/2018
gather information about children's starting points and develop an effective system for observing and assessing their learning, to help identify any gaps and to help them to make progress.	05/11/2018

Inspection activities

- The inspection was carried out following the risk assessment process.
- The inspector carried out a joint observation with the nursery manager and discussed children's learning with her.
- The inspector sampled a range of documents available, including those relating to the premises, safety checks and safeguarding. She spoke with staff and interacted with children throughout the inspection.
- The inspector had a tour of the premises with the manager. She held discussions with the provider, nursery manager and a member of the senior management team about how they evaluate the provision and the safeguarding procedures.
- The inspector spoke with parents and sampled written feedback from them.

Inspector

Marisol Hernandez-Garn

Inspection findings

Effectiveness of leadership and management is inadequate

Safeguarding is inadequate. The manager and staff do not recognise that they expose babies and toddlers to unnecessary dangers which pose a risk of injury to them. For example, they allow very young children to use the stairs without adequate support. This puts children's safety at risk. Although staff receive some training and support, this is not effective enough to develop their knowledge and skills. For example, not all staff have a sufficient understanding of wider safeguarding issues, particularly the signs associated with extreme views and behaviours. This further compromises children's safety. That said, staff have some awareness of the reporting procedures. The manager does not evaluate the provision rigorously to help her identify breaches in requirements, including the lack of challenging activities and poor communication with parents. She has also failed to identify that some staff do not work well together, which impacts the delivery of teaching and care needs. However, leaders follow appropriate recruitment and vetting procedures. They take suitable action in the event of a concern about staff ongoing suitability. Leaders recognise that there is a high staff turnover and plan to tackle this to help improve the service for the children and their families.

Quality of teaching, learning and assessment is inadequate

Teaching is unimaginative and lacks challenge. For example, staff working with babies and toddlers do not organise group activities well enough. They often sing songs repeatedly and without a purpose. Outdoors, staff provide children with random toys which do not reflect the age and stage of children's development. As a result, children become restless and disengaged. On other occasions, staff do not recognise when young children show an interest in an activity, such as painting. The resources which are made available to children are limited and staff take these away without giving children sufficient notice. This does not build on children's self-confidence. Staff working with older children equally fail to sustain children's attention, such as during story times. Children quickly lose interest and start to wander away because staff do not capture their imagination. Staff do not know children sufficiently enough. They do not consistently collect information about what children know and can do when they first join the setting. Staff do not follow effective systems for observing and assessing children's learning to help them to make progress. These weaknesses also hinder staff ability to identify gaps in children's learning, including their speech. Children's learning is limited.

Personal development, behaviour and welfare are inadequate

The weaknesses in leadership and management, and teaching, do not support children's personal development sufficiently. This is because staff expose children to unnecessary dangers and do not provide them with the right levels of support. Children do not show that they feel emotionally secure. For example, very young children are unsettled and have not formed close relationships with staff. Staff have low expectations of what children can achieve. For example, staff carry out tasks which children can do for themselves. This does not help to develop children's independence skills. Staff fail to keep parents and/or carers informed about all aspects of their children's learning and care. However, parents report that they know their children's key person. Staff have regard to children's dietary and sleeping requirements. They provide children with freshly

cooked and nutritious food.

Outcomes for children are inadequate

Children are not prepared adequately for their future learning, including their move on to school. For example, children who prefer to learn outdoors do not receive appropriate support due to the lack of purposeful and challenging activities. Younger and older children have limited opportunities to develop and build on their abilities, such as their communication and physical skills. Overall, children are not as motivated to learn as they could be. Despite that, children have some opportunities to socialise with others. They behave appropriately. For instance, children share toys and take turns with their peers.

Setting details

Unique reference number	EY552480
Local authority	Ealing
Inspection number	10081126
Type of provision	Full day care
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Day care type	
Age range of children	0 - 4
Total number of places	54
Number of children on roll	43
Name of registered person	I & S Childcare Limited
Registered person unique reference number	RP552479
Date of previous inspection	Not applicable
Telephone number	07969924743

Monkey Puzzle Day Nursery West Action registered in 2017. It is located in the London Borough of Ealing. The nursery is open from 7.30am until 6.30pm, Monday to Friday, except for bank holidays. It employs 10 members of staff. Of these, one holds an appropriate early years qualification at level 5 and eight at level 3. The nursery receives funding for the provision of free early education to 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.

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.ofsted.gov.uk. 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 and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, 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 1231, 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 monthly newsletter for more information and updates: www.ofsted.gov.uk/user.

Piccadilly Gate
Store Street
Manchester
M1 2WD

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

