



Inspection Report

The Learning Tree

**Ocean Park
East Moors Road
Adamsdown
Cardiff
CF24 5XH**



Date Inspection Completed

24/05/2021

Welsh Government © Crown copyright 2021.

*You may use and re-use the information featured in this publication (not including logos) free of charge in any format or medium, under the terms of the Open Government License. You can view the Open Government License, on the National Archives website or you can write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk
You must reproduce our material accurately and not use it in a misleading context.*

About The Learning Tree

Type of care provided	Childrens Day Care Full Day Care
Registered Provider	The Learning Tree Day Nurseries Ltd
Registered places	66
Language of the service	English
Previous Care Inspectorate Wales inspection	This is the first inspection since registration.
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	<i>This is a service that does not provide an 'Active Offer' of the Welsh language. It does not anticipate, identify or meet the Welsh language needs of people /children who use, or intend to use their service</i>

Summary

This is an inspection undertaken during the Covid 19 pandemic. We have therefore focused on the priority areas for this service and not the full quality framework.

Children have good opportunities for play and learning within a nurturing and responsive service. They are settled at the nursery. Children have opportunities to make choices in their play. Warm and supportive relationships between children and staff are evident and it's clear that staff know children well. Children are familiar with new routines that are in place as a result of the Covid-19 pandemic. Staff provide children with an appropriate and appealing range of activities and experiences, which promote their play and learning. The nursery is purpose built. Rooms throughout the nursery are well-maintained with resources organised in each individual room. The environment is clean, welcoming and attractive. The leadership and management of the nursery is effective and staff feel that managers listen to them and provide good support. Parents speak highly of the service.

Well-being

Children's attempts at communication are valued and they are listened to. They are confident to ask for help when needed. In the baby room, we saw children's babbles copied by staff much to the children's delight. We saw older children approach staff for support with an activity and to ask for toilet support. Children are encouraged to make their own decisions about how they spend their time at the nursery. They are able to choose from a wide variety of stimulating activities and resources. We saw children in the pre-school role-playing school scenario where they took it in turns to play the role of the teacher. They are familiar with the new routines and procedures as a result of Covid-19 such as more frequent handwashing and staff wearing face masks.

Children play well together and are learning to share and co-operate throughout the nursery. Children settle well at the nursery and staff told us that newer children separated well from their parents and carers. Older children demonstrated that they could mostly wait their turn patiently before using resources. We also saw staff encouraging younger children to share with others. Children sat well together in their play, to complete activities and during lunch time. They are beginning to form friendships with their peers.

Children have good opportunities to develop their skills with the play and learning experiences on offer to them across the whole nursery. The main emphasis is on free play but there are structured adult-led activities on offer, which children enjoy. We saw children block building and bathing the toy dolly with members of staff. Children interact well with each other and others for a sustained period of time.

Care and Development

Staff keep children safe and healthy as they have a good working knowledge of the nursery policies and procedures. There is a Covid-19 risk assessment and policy in place. A safeguarding policy outlines the procedures for making reports regarding concerns for children's welfare to the appropriate agency and highlights signs of risk. Staff are confident in knowing what to do if they have concerns about a child. Accidents and incidents forms are completed appropriately, although not all forms are signed and dated by parents and staff. The management team audits accident and incident trends and how many and of what nature have happened at the nursery on a monthly basis. Staff encourage and support children to wash their hands before eating and we saw staff clean the babies' faces after lunchtime. There is a good system in place to identify children's allergies and dietary requirements and all staff, including the nursery cook are aware of these. All staff have completed paediatric first, safeguarding and food hygiene training so that they can meet children's needs. Interactions between staff and children are good. Staff are good role models and they remind children of how to behave when needed. They communicate with each other and are aware of their individual roles in delivering nurturing, responsive care. Children are treated with respect and their personal needs are responded to promptly. Children's basic understanding of the Welsh language is developing in the pre-school room however, there was limited incidental Welsh used in other rooms through the nursery.

Staff promote children's development well. They are well-motivated, well-qualified and are keen to effectively promote children's development. Staff plan a good range of interesting activities based on the principles of the Foundation Phase including individual planning for each child's individual development. As a nursery, they are beginning to forward plan for the new curriculum for Wales. Key workers monitor children's progress well with observations and developmental progress tracking systems.

Environment

The nursery environment is safe and welcoming. The nursery is secure. All visitors are asked to sign in when entering the building. Doors within the nursery are fob operated and the management team monitor the front entrance closely. Risk assessments are completed for off-site journeys in the nursery bus for school pickups and drop offs. Fire drills undertaken regularly and are recorded appropriately. All relevant safety checks are completed annually, including gas boiler service, fire alarms and fire extinguishers checks..

Leaders ensure the environment is suitable for children. Indoor play spaces are child centred and safe to explore. Activities are well organised, equipment and resources in each room are plentiful and suitable for the age and stage of the children's development. All furniture within the nursery rooms are at the correct height for the children to use when eating and for activities. The outdoor space is large and spacious, with a mixture of patio and grassed areas for the children to explore. All rooms have a direct access to the outdoor area, which is used often throughout the day. The toilet facilities are clean and accessible for the children to use independently and there are nappy changing facilities for use by the younger children. The premises benefits from good natural lighting and there is a separate office space where confidential conversations with parents and staff can take place within the building.

Leaders ensure that children have access to a wide range of good quality, developmentally appropriate play and learning resources. The service has some multicultural resources as well as items that reflect the wider society and promote equality. Furniture, fixtures and fittings are good quality.

Leadership and Management

Leadership of the service is good. Leaders ensure that good attention is paid to child care regulations and national minimum standards. The service is developing well and there is a positive culture of continuous professional development. Leaders have developed suitable policies and procedures to help them manage the business and monitor quality effectively. The person in charge is experienced in childcare and provides good support daily to the staff. The staff team is suitably qualified. They have up to date Disclosure and Barring Service checks (DBS) and are knowledgeable. There is an up to date statement of purpose, which allows parents to make an informed choice about using the service. The service has registered with the Information Commissioner's Office in relation to storing personal data.

There are appropriate systems in place to ensure improvement. A quality of care review is completed annually. The review includes an action plan for the year ahead and leaders have clear ideas for developing the service. Parents and staff are consulted as part of the review. There is a complaints procedure in place, which is shared with parents.

Leaders support staff effectively. Roles and responsibilities are well-defined and staff are effectively deployed. Staff we spoke to told us that they feel supported by the management team. Appraisals are completed annually. Staff receive supervision regularly so they can consider their practice and they are in regular communication with managers. Regular team meetings take place, which are adequately recorded.

Partnerships with parents are developing. Parents told us they thought very highly of the service, noting how happy their children are to attend and how active they are at the service. They also commented on how the service has adapted their communication with parents due to the Covid-19 pandemic.

Recommendations to meet with the National Minimum Standards

R1. Ensure incidental Welsh is used throughout the nursery.

R2. Ensure management and parents sign and date accident forms.

Areas for improvement and action at, or since, the previous inspection. Achieved

Areas for improvement and action at, or since, the previous inspection. Not Achieved

None	
------	--

Areas where priority action is required

None	
------	--

Areas where improvement is required

None	
------	--

Date Published 26/07/2021