



Inspection Report

Sbort

**Rugby and Athletic Club
Lawrenny Avenue
Cardiff
CF11 8BR**



Date Inspection Completed

19/01/2023

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About Sbord

Type of care provided	Children's Day Care Out of School Care
Registered Person	Sian Morgan
Registered places	24
Language of the service	English
Previous Care Inspectorate Wales inspection	
Is this a Flying Start service?	
Does this service provide the Welsh Language active offer?	This service does not provide an 'Active Offer' of the Welsh language and does not demonstrate a significant effort to promoting the use of the Welsh language and culture.

<u>Well-being</u>	Adequate
<u>Care and Development</u>	Poor
<u>Environment</u>	Adequate
<u>Leadership and Management</u>	Poor

For further information on ratings, please see the end of this report

Summary

Children are happy and settled at the setting. They enjoy the time they spend at the club and have made friends with children who attend from local primary schools. Children feel safe in the care of caring staff, and they know who to go to seek comfort when needed.

Practitioners have a warm and kind manner with the children. Practitioners plan and organise suitable play and learning experiences, which the children enjoy engaging with. During the inspection, we found some areas, about the health and safety of the setting, that require immediate attention and action by the registered person. These are discussed within this report.

The environment is safe and clean. Practitioners ensure there are activities set up for the children to access as soon as they arrive from school. General safety checks of the building are carried out, in line with the rugby club where they are based.

The registered person acknowledges the areas which require improvement. However, significant improvements are needed to meet regulations and create better outcomes for children.

Children are happy, enjoy attending and have choice about their play. They have a range of toys, games, and activities they can choose to engage with. Children we spoke to told us they like playing with the doll's house and drawing and colouring with their friends. Children confidently express themselves and develop relationships with their friends from other schools and staff. Children are listened to and their attempts to speak or communicate are valued. For example, we saw children discussing with staff about the scooter they had taken to school and carried to the club.

Children form close emotional bonds with staff which helps them feel secure and relaxed. For example, we heard a child telling a member of staff about their football matches at the weekend and how they couldn't wait to tell them how the weekend's game went on Monday. They settle quickly when they arrive from school. Children interact and play co-operatively with their peers and know the routines of the club well. Children are able to manage their own behaviour and their social skills are developed well by having opportunities to meet and socialise with children from different schools.

Children enjoy their play. They respond positively to staff engagement in their play and follow instructions well. Children have regular opportunities to develop their independence. They confidently use the bathroom facilities independently. Children gain a sense of pride and ownership when given responsibility for activities during their time at the club. For example, we saw older children given responsibility for a biscuit decorating activity. They were excited and immediately went to wash their hands before setting up their activity station.

Care and Development

Poor

Overall, staff understand how to keep children safe and healthy. They implement policies and procedures, which are updated regularly. Staff we spoke to understand their role in protecting children. They recognise signs and symptoms of abuse and are aware of their responsibility and the procedure to report concerns to the relevant authorities. However, the current safeguarding policy does not include contact details for the local authority's children services. Accidents and incidents are recorded appropriately. At the time of the inspection, no staff had a valid first aid certificate. We identified this as an area for improvement, the registered person took immediate action to address the issue. The registered person does not ensure that fire drills are carried out in line with regulations. During the inspection, we were told that the fire assembly point had been moved due to road works outside the rugby club affecting their usual assembly point. However, no fire drill practices had been carried out to ensure that staff and children were familiar with the new assembly point. This is placing children's health and well-being at risk, and we have therefore issued a priority action notice. The provider must take immediate action to address this issue.

Staff work together effectively and have a consistent approach when managing behaviour in line with the setting's behaviour management policy. Staff act as good role models who show respect for each other and the children. They are kind and nurturing in their interactions. Staff remind children to listen and share with their friends using a positive tone of voice. They intervene promptly to distract children from a negative situation because they know the children well and are attentive. Generally, children behave well and there were only very few occasions when staff needed to intervene in minor disagreements, such as sharing toys.

At the time of the inspection, the school run procedure was lengthy and required children to walk, with adult supervision, between two local primary schools. The school collection policy and the risk assessment did not accurately reflect the journey. During the inspection, the registered person informed us that they are in the process of recruiting new members of staff to ensure that the school run procedures are streamlined. Children are now collected from each of the two primary school and are brought directly to the rugby club, where the after school club is held.

Environment**Adequate**

Sport is run from Canton rugby club where children have access to two spacious rooms which enables them to be provided with a variety of activities, games, and space to relax. People who run the setting ensure that the premises are safe and secure with doors locked and visitors signed in and out on entry and exit to the premises. There are adequate risk assessments in place. Maintenance checks for the building and appliances are routinely undertaken by the rugby club.

The lay out of the environment promotes children's independence enabling them to freely explore and make their own choices about what they want to play with. Staff provide toys and resources suitable for the ages and needs of the children. We saw children enjoying playing with board games with staff and their friends, craft activities, doll's house and equipment and a group of older children creating a poster about the planets. Children ask to display their creations however, there is limited wall space to display their work in order to gain a sense of pride and ownership. Furniture consists of table and chairs designed for adult use however the children use these well to suit their own needs. Indoor storage of toys and resources are suitable and accessible to children. Some resources and activities reflect different cultures.

The outdoor area is not currently in use due to the space being loaned by the rugby club to the maintenance company responsible for the road works on the main road outside the club. There is a large area within the larger function room where children are able to run and play with larger items such as hula hoops.

Leadership and Management

Poor

Leadership and management of the service is poor. The registered person does not manage the service effectively. Significant improvements are required to meet regulations. The rugby club provide the registered person with a small, designated space to store resources and paperwork. The organisation of filing paperwork and storing resources requires improvement. During the inspection we noted staff changes had happened some years ago, which Care Inspectorate Wales (CIW) were not notified of. We also noted that CIW had not received updated copies of regulatory paperwork including the statement of purpose for a number of years. These are regulatory breaches which are placing children's safety at risk, and we have therefore issued a priority action notice. The provider must take immediate action to address this issue.

Staff told us they are happy and feel supported by the registered person. They have worked at the club for a number of years and feel they have a good working relationship with each other. Staff files we looked at were missing regulatory information such as references and no contracts of employment. We also noted that staff do not receive annual appraisals. These are regulatory breaches for which we have issued priority action notices. The provider must take immediate action to address these issues.

Parents have an appropriate relationship with the setting. Parents we spoke with during inspection told us that their children '*love coming to Sbord*'. They told us that they feel the staff are like extended family members to them. Parents also told us '*Staff are very kind and caring with the children and they are very helpful and flexible*'.

Recommendations to meet with the National Minimum Standards

- R1. Ensure the safeguarding policy includes the relevant contact details for the local authority's children services.
- R2. Ensure the school run policy and risk assessment fully reflect the procedures undertaken during the school run and the length of time children are walking from school pick up to arriving at the club.
- R3. Consider how you can display children's work or photographs within the environment to give them a sense of pride, belonging and ownership.
- R4. Ensure filing and paperwork relevant to the service is organised.

Summary of Non-Compliance

Status	What each means
New	This non-compliance was identified at this inspection.
Reviewed	Compliance was reviewed at this inspection and was not achieved. The target date for compliance is in the future and will be tested at next inspection.
Not Achieved	Compliance was tested at this inspection and was not achieved.
Achieved	Compliance was tested at this inspection and was achieved.

We respond to non-compliance with regulations where poor outcomes for people, and / or risk to people's well-being are identified by issuing Priority Action Notice (s).

The provider must take immediate steps to address this and make improvements. Where providers fail to take priority action by the target date we may escalate the matter to an Improvement and Enforcement Panel.

Priority Action Notice(s)

Regulation	Summary	Status
38	The registered person does not undertake fire drills within the regulatory time frames. Ensure that regular evacuation drills are completed.	New
31	The registered person does not ensure that Care Inspectorate Wales are made aware of staffing changes and updates to required regulatory information such as statement of purpose and quality of care review. Ensure that CIW are made aware of staff changes and updates to the statement of purpose and quality of care review.	New
29	The registered person does not ensure that annual appraisals are carried out with all members of staff. Ensure that all staff members receive annual appraisals.	New

28	The registered person does not ensure that all regulatory records are obtained within staff files. Ensure that all regulatory records are consistently maintained.	New
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Where we find non-compliance with regulations but no immediate or significant risk for people using the service is identified we highlight these as Areas for Improvement.

We expect the provider to take action to rectify this and we will follow this up at the next inspection. Where the provider has failed to make the necessary improvements we will escalate the matter by issuing a Priority Action Notice.

Area(s) for Improvement		
Regulation	Summary	Status
24	The registered person does not ensure that staff are suitably qualified in paediatric first aid at all times. Ensure that at least one member of staff is suitably qualified in paediatric first aid at all times.	New

Ratings	What the ratings mean
Excellent	These are services which are committed to ongoing improvement with many strengths, including significant examples of sector leading practice and innovation. These services deliver high quality care and support and are able to demonstrate that they make a strong contribution to improving children’s well-being.
Good	These are services with strengths and no important areas requiring significant improvement. They consistently exceed basic requirements, delivering positive outcomes for children and actively promote their well-being.
Adequate	These are services where strengths outweigh areas for improvement. They are safe and meet basic requirements but improvements are required to promote well-being and improve outcomes for children.
Poor	These are services where important areas for improvement outweigh strengths and there are significant examples of non-compliance that impact negatively on children’s well-being. Where services are poor we will take enforcement action and issue a non-compliance notice.

Date Published 27/02/2023