



Inspection Report

Appletree Nursery

**Llanishen Fach Primary School
Heol Uchaf
Cardiff
CF14 6SS**



Date Inspection Completed

16/11/2022

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About Appletree Nursery

Type of care provided	Childrens Day Care Full Day Care
Registered Provider	Appletree Nursery Group Ltd
Registered places	30
Language of the service	English
Previous Care Inspectorate Wales inspection	
Is this a Flying Start service?	No
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.

Summary

This was a focused inspection. We have therefore focused on the priority areas for this setting and not the full quality framework.

Children are happy and settled. They have close relationships with each other and staff, which helps them feel safe and valued. Children make choices about how they spend their time, and confidently explore the environment. Their independence skills are developing as they take part in a variety of experiences.

The staff strive to keep children safe and promote a healthy lifestyle. Many of the staff are new and developing an understanding of the policies and procedures and how to implement effective routines with confidence.

The leadership and management of the setting needs to be consolidated. A new person in charge has been employed along with several new staff. This will hopefully help to bring consistency to the nursery. Managers are working hard to devise systems to provide direction to staff to ensure they are deployed effectively and understand their responsibilities. At the time of the inspection there was no one on the premises with up to date First Aid training, while no immediate action is required, this is an area for improvement, and we expect the provider to take action.

Well-being

Nearly all children are settled and cope well with separation from their parents and carers. They are relaxed and happy when playing with their peers and practitioners. Children benefit from a flexible settling in process where their individual needs are fully considered. For example, being able to use comfort toys until settled. Most children enjoy coming to the setting and older children are confident that they can share their worries with practitioners and ask them for help. Most children interact well with each other. They share appropriately with their peers and show consideration for others. For example, they encourage each other to take turns and move out of the way when spinning. Children tidy up together with little or no prompting. Children at the setting enjoy their play. They choose what they would like to play with and remain fully engaged for extended periods.

They develop their communication skills well through talking about their play with practitioners and singing familiar songs. Most children talk openly to their friends and practitioners about their news. Nearly all children speak with clarity and express their needs successfully, for example asking to play with a certain toy, or informing staff they are going to the toilet. Many children demonstrate enjoyment in the activities available. For example, children played for long periods of time in the sand and water.

Children respond well to regular praise when completing an activity and took great delight in receiving a sticker as a reward. Children in the setting develop their independence well. Nearly all attempt to put their own outdoor clothes and shoes on and many do this successfully. Children use age-appropriate cutlery at meals times and are encouraged to try themselves first.

Care and Development

As this was a focused inspection, we have not considered this theme.

Environment

As this was a focused inspection, we have not considered this theme.

People who run the setting ensure children receive care in a safe and secure environment. Staff oversee the secure entry system to the premises and record all visitors.

People who run the setting are working hard to ensure the premises are clean, attractive, and welcoming to children. There are light, bright and spacious areas for children to explore. New flooring has been installed. There is a range of good resources inside which provides a stimulating environment for play and learning. Children can access toys easily, which supports their independence. Staff set up the environment to provide opportunities for continuous play provision to promote children's choices. The outdoor area is spacious and easily accessed by children. However, we didn't see the children use this area during our visit.

Leadership and Management

The people who run the service and who are responsible for the leadership and management are working together to embed policies and procedures. They also intend to update and implement a number of effective working practices. However, this has been hindered by the fact that there has been a number of significant changes to the staff team and a lack of a consistent person in charge. A manager has now been appointed and the responsible individual is confident that this will bring a period of consolidation and consistency along with getting back on track with some of the administration which has lapsed such as cleaning rotas and supervisions.

There is a statement of purpose in place which provides up to date information about how the service runs. The responsible individual sends notifications of all changes to Care Inspectorate Wales as required. The responsible individual updated all policies and procedures recently and a plan is in place to ensure all staff have time to read and understand them. Most staff have up to date mandatory training and good opportunities to undertake a range of additional training. However, at the time of the inspection and for the morning period it was noted that there was no one on the premises with a current first aid qualification. While no immediate action is required, this is an area for improvement, and we expect the provider to take action.

Recommendations to meet with the National Minimum Standards

R1. Establish regular and effective cleaning routines and record appropriately

R2. Ensure all mandatory training is up to date

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
N/A	No non-compliance of this type was identified at this inspection	N/A

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
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20	During the inspection visit on 16th November 2022 no member of staff on site had the relevant up to date First Aid Training. The management has failed to employ a consistent person in charge from January 2022 to date. high volume of staff changes has resulted in a heavy reliance on agency staff.	New
38	The provider has not provided evidence that fire drills have been carried out. There is no record of fire drills.	Achieved

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