



Inspection Report

Buds to Blossoms Cwm Nursery

**Flying Start - Cwm Hub
Canning Street
Ebbw Vale
NP23 7RD**



Date Inspection Completed

18/10/2023

About Buds to Blossoms Cwm Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Person	Lee Fowler
Registered places	26
Language of the service	English
Previous Care Inspectorate Wales inspection	November 2018
Is this a Flying Start service?	Yes
Does this service promote Welsh language and culture?	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.

Welsh Government © Crown copyright 2023.

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.

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

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

Summary

Children are happy, settled and have very high-quality experiences at the setting. They make excellent choices from a wide range of activities and opportunities they wish to engage in. They are free to move between the opportunities and to follow their interests. They have very warm relationships with staff and interact extensively with them at every opportunity. Children's social and independence skills are highly effective and age appropriate.

Staff keep children safe effectively and expertly implement the setting's policies and procedures. Staff interactions with children are high quality and they support all the children's needs effectively. Staff plan and offer a very high-quality range of activities, which are nearly always expertly led by the children's interests and suggestions.

The environment is of a very high quality, welcoming and organised effectively. Staff follow extensive infection control procedures meaning the environment is clean and safe. Staff undertake extensive risk assessments to ensure that all possible risks indoors and outdoors are minimised. The setting has an extensive range of quality toys and resources for outdoor activities.

Leadership and management of the service is outstanding and highly effective. The very strong staff team work well together and all are happy in their work. Consultations with parents, children and staff contribute to the development of the service. Parents speak highly of the care and opportunities their children receive. The Responsible Person is very experienced, organised and highly dedicated to providing an excellent service. This has a very positive effect on the staff ethos.

Well-being

Excellent

Children arrive eagerly at the setting and cope extremely well with separation. Children are extremely comfortable in their surroundings, their routines, and with all staff. They have formed very strong bonds with staff and each other, and this has a clear and highly beneficial impact on their well-being. Children understand that staff respond exceptionally well to their needs and requirements, and always approach them confidently for support. For example, children are immediately supported by nearest members of staff following falls and bumps. Children have built very strong friendships with each other and work together co-operatively on various tasks including problem solving. For example, in the wet play area children observed filling a small watering can with coloured water. This was then used to fill up a container for other children to fill a saucepan. Children patiently wait their turn in all activities. For example, they take turns to send conkers down a drainpipe and to use various resources in the sand and water area.

Children communicate with staff and each other successfully and show a very strong interest in activities. Upon arrival they engage immediately and exceptionally well in the experiences available to them. Nearly all children show natural curiosity and explore a variety of superb play opportunities. For example, children engage with arts activities creating a crown with resources from nature and singing together during circle time whilst reminding staff to put on imaginary seatbelts when driving different coloured tractors. Children are aware their moods and wants are taken into consideration, and they are free to decide in which of the various activities to participate. Children's attempts at communicating are respected by staff. During circle time all children were encouraged to discuss ideas for making food and developing snack time, for example, by suggesting having pizza on the menu. As the setting implements a rolling snack time, children tell staff confidently when they are hungry and know staff will listen to them and respond effectively to their requests.

Children develop their independence skills superbly through the extensive activities and with the support of very high-quality staff. Examples include children wearing personal protective equipment (PPE) and helping to prepare snacks. Children are actively encouraged to independently cut vegetables safely under staff supervision and to serve themselves at snack time. Children are expertly consulted to gather ideas for activities and their suggestions for planning are noted on the window in specific colours. Examples include children discussing visits to a pumpkin farm and activities then planned by staff to investigate pumpkins, their texture and strength. This drives their independence and input into their own learning and development highly effectively.

Care and Development

Staff implement the setting's policies and procedures superbly, ensuring children are always kept safe and healthy. They receive regular high quality safeguarding training and understand the setting's policies and procedures. During the visit, staff raised a safeguarding concern, and the setting's procedures were confidently and expertly followed. The setting has extensive children records including reports of existing injuries and body maps, further ensuring children's care. Staff record all accidents and incidents clearly, and ensure they are signed by parents. These records are regularly formally evaluated by leaders and all outcomes are acted upon. Nearly all staff have completed paediatric first aid training, enabling them to deal with accidents appropriately. Staff hold valid food safety qualifications and with the highly effective involvement of children prepare a healthy snack. Staff and children wear appropriate PPE when preparing snack, thoroughly washing hands before serving and eating. Children are offered fresh drinking water or milk and staff supervise and actively encourage children's independence while serving themselves.

Staff have exceptionally strong, high-quality relationships with children. They have a kind, caring and patient manner and all interactions are worthwhile and highly effective. Staff support children's social behaviour skilfully through interactions during activities. Examples include high quality open questions, "*What do you think will happen if we add water to porridge?*" "*Which conker will go down quickest?*" "*Why do you think it'll be the quickest?*" and suggesting ideas in the crafts activity. For example, using autumn leaves to add colour to the crown. Staff implement highly effective strategies in line with their behaviour management policy and offer praise and encouragement to children. The policy states that the word "no" will not be used to manage behaviour in the setting and this was evident in their practice of being calm and reassuring with the children and positively dealing with any matters quickly and effectively. For example, "do we do that?" or "let's give some-one else a chance now." As a result of the staff's quick and effective interventions, children's behaviour was excellent.

Staff engage extensively in all areas and activities to ensure that all children are offered the same opportunities. They have in depth understanding of how to meet the needs of children requiring additional support. All children have a development folder noting their development. The folders include information regarding achievements, progress, areas for development and where appropriate, support from outside agencies. Children requiring additional support also have a detailed Additional Learning Needs (ALN) folder. These folders include all links with external agencies, staff observations, specialist observations and reports, and all relevant parental contact and meetings. Staff promote some incidental use of the Welsh language.

Environment

The indoor and outdoor environments are safe and secure. Visitors are granted access through the building's main entrance and required to sign in and out. The setting employs a fob system ensuring all entry and exit from the setting is controlled by staff. Children access the setting through a separate secure entrance at the side of the building. The outdoor area is surrounded by high quality fencing and all gates are locked. Staff undertake detailed risk assessments, including daily safety checks of the indoor and outdoor area and of resources to highlight any risks. The setting has a Health and Safety Leader and during the inspection a broken resource was reported and immediately withdrawn from use. Other excellent examples include an issue noted with the main door not shutting properly. Leaders evidenced that this was addressed in a timely manner, through records of dates reported, and steps actioned. People who run the setting evidence that all other required safety checks are completed within appropriate timescales, including fire and smoke alarms, fire extinguishers and electrical testing. The toilet facilities are age appropriate, and all staff follow guidelines to promote children's privacy and dignity.

The indoor premises are warm and welcoming and provides a high-quality environment for children to play and learn. Children have free access to all resources and environments, and this ensures they are curious and active learners. Examples include a bug life area and numerous areas such as the wet play, building and arts areas to be creative and imaginative. This area offers extensive opportunities to support children's physical development, curiosity as well as overall learning. The indoor area is well resourced and includes a quiet area with sofa, tables, carpet, and books. Children have access to an area to experience different textures, enhancing the children's imaginative and learning experiences. The outdoor area offers excellent resources including bikes, an obstacle course, recycled materials, and a bug area. Children are actively encouraged to investigate and make use of these resources to develop their knowledge and physical well-being. Staff set up the environment before the children arrive, ensuring that resources are readily available for the children to use immediately.

Staff provide an extensive range of age-appropriate toys and resources that keep children superbly engaged. For example, we saw children accessing the obstacle course and being challenged to use various resources in the wet play area. Within the arts and crafts area, children were challenged to make independent choices on resources and suggest how to fasten them appropriately to their crowns. All toys and play equipment are clean and well-maintained and regularly cleaned during the day. There were a limited range of resources available to promote cultural awareness, celebrations, and diversity within the setting.

Leadership and Management

Excellent

Leadership and management of the setting is outstanding. People who run the setting are highly effective and have a bold vision for the setting underpinned by exceptionally high

expectations and standards of staff. People who run the setting superbly challenge and support staff to do their best, offering exciting opportunities for learning and development. For example, the Person in Charge (PIC) was absent during the inspection due to, observing childcare practice in Iceland with a view to further enhance the provision at this setting. The Registered Person has visited childcare settings abroad and is keen for his staff to share similar experiences. This demonstrates significant investment in providing staff with quality learning and development opportunities to enable them to achieve best possible outcomes for children. They conduct regular supervisions and appraisals to support staff in their professional development and training requirements. Excellent examples presented include staff required to formally evaluate their current performance, areas they feel need support and areas for development and training. Planning documents also noted the opportunity to reflect what they did and what was successful. Staff noted they feel extensively supported by management and can confidently talk and discuss ideas and concerns with them.

The statement of purpose provides parents with very high-quality information on how the setting runs. People who run the setting annually review their policies and procedures and ensure staff implement them effectively. Strong record keeping systems are in place including children's contracts, generic and daily risk assessments, detailed safeguarding records and high-quality staff files. People who run the setting notify Care Inspectorate Wales (CIW) of significant events as set out in regulations.

People who run the setting have highly effective systems for the evaluation of the service. They seek feedback from parents, staff, children, and outside professionals to strengthen the quality-of-care report. They ensure very high quality qualified and experienced staff are present to make sure children are always superbly cared for. There is a strong staff ethos of teamwork, working collaboratively to ensure the best experiences and outcomes for children. People who run the setting use highly effective recruitment processes to ensure staff are fully suitable to work with children.

Partnerships with parents and outside agencies are very strong. Staff share regular daily updates with parents and provide tasks to be completed at home. Examples include collecting leaves and autumnal resources and creating a pizza. Parents and Children Together (PACT) meetings are regularly held at the setting to further enhance links and to improve the care offered to children. Parents told us that they are very happy with the care their children receive. People who run the setting have developed strong links with key professionals within the Local Authority and with external organisations to ensure appropriate knowledge of latest information, strategies, and developments to support children, especially children with Additional Learning Needs

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
------------	---------	--------

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

Where we find the provider is not meeting the National Minimum Standards for Regulated Child Care but there is no immediate or significant risk for people using the service, we highlight these as Recommendations to Meet National Minimum Standards.

We expect the provider to take action to address these and we will follow these up at the next inspection.

National Minimum Standards	
Standard	Recommendation(s)
	No NMS Recommendations were identified at this inspection

Where we think it helpful, we may make best practice recommendations. These are to encourage settings that are doing well to become even better at helping children thrive.

Best Practice
Recommendation(s)
Ensure that fire drills are carried out regularly and recorded appropriately.

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.

Was this report helpful?

We want to hear your views and experiences of reading our inspection reports. This will help us understand whether our reports provide clear and valuable information to you.

To share your views on our reports please visit the following link to complete a short survey:

- [Inspection report survey](#)

If you wish to provide general feedback about a service, please visit our [Feedback surveys page](#).

Date Published 11/12/2023