



Inspection Report

Pebbles Day Nursery

**Campion Gardens
Swansea
SA3 3JB**



Date Inspection Completed

24/01/2024

Welsh Government © Crown copyright 2024.

*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 Pebbles Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	C.E.O Nursery Ltd
Registered places	62
Language of the service	English
Previous Care Inspectorate Wales inspection	8 September 2023
Is this a Flying Start service?	No
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.

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

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

Summary

Children are happy and enjoy their time at the setting, they express themselves confidently and communicate their needs in a variety of ways. They have trusting relationships with staff and are developing friendships with each other. Children have appropriate opportunities to play and develop their independence skills.

Staff have worked hard to raise standards of hygiene and understanding of safeguarding responsibilities. Staff communicate well with each other and work effectively as a team. Staff display a good understanding of the behaviour management policy and implement positive behaviour management strategies effectively. Staff engage with children in a warm and friendly way.

Leaders have effective measures in place to ensure the environment is safe for children. There is a good indoor play space which children freely explore. The setting is bright, welcoming and accessible. The outdoor play space is used often and is well maintained. There is an adequate range of developmentally appropriate play and learning resources.

Leaders have worked hard to ensure that they comply with relevant regulations and the National Minimum Standards (NMS). They have a clear vision that they effectively share and are committed to ongoing improvements. Leaders continue to engage positively with Care Inspectorate Wales (CIW).

Children are happy and enjoy their time at the setting. Children express themselves confidently and communicate their needs in a variety of ways. For example, they approach staff when they want cuddles or reassurance. Children select what they play with both indoors and outdoors. For example, babies choose which toys to engage and play with. Some children are becoming confident communicators, engaging us, CIW, in their play and chat.

Most children are settled and content. They are familiar with each other and are starting to make friends. Children are eager to involve staff in their games and have developed bonds of affection. Babies smile and babble to those caring for them and enjoy toddling over to show them their toys. Children are becoming aware of the setting's routines such as knowing they wash their hands before lunch. Familiar routines give children a sense of security.

Interactions between children and staff are consistently positive. Younger children are nurtured and entertained while they wait for food, while older children laugh heartily as they are chased by staff during a game of 'hide and seek.' Many children interact well with each other and are beginning to develop strong friendships. One child offered a consoling kiss to his friend when they became upset and did his best to cheer him up. Older children talk to each other and engage well over their lunch.

Most children are engaged in their play and learning. They enjoy a reasonable selection of opportunities indoors and outdoors. Sometimes children initiate their own play, and this is well supported by staff. For example, when playing outside, children begin to gather twigs to build a house and enthusiastically describe their plan.

Children are developing their independence skills appropriately. For example, younger children feed themselves at lunch time and are encouraged to have a go at using cutlery, while older children are quite self-sufficient. Children access toys and resources freely and choose where to sit at lunch time.

Care and Development

Good

Staff's understanding of their responsibility and procedures in relation to safeguarding was much improved following our previous visit. This area for improvement will remain in place and be tested again during our next visit to ensure that the observed improved practice has been further embedded. Staff follow effective policies and procedures which promote children's health, safety and well-being. Food and drinks are healthy and nutritious. Staff know the importance of providing children with regular opportunities to get fresh air and go outdoors. The nappy changing policy is followed closely with staff changing nappies frequently. Accident and incident forms are completed accurately and shared with parents. Registers show that children and staff arrival and departure times are recorded. However, staff do not always sign into the different rooms at the setting during the day. A new staffing structure in the room for younger children, put in place following our last visit, is working well. Room leads communicate well with each other and the team as a whole. Similar restructuring is ongoing in the provision for older children. Leaders are working hard to support the new staffing structures and staff we spoke with feel well supported.

Staff consistently follow hygiene procedures at the setting. Staff routinely wash hands following nappy changes and children of all ages are encouraged and supported in washing their hands frequently. At the time of inspection some staff did not remove their outside shoes when entering the baby or soft play area. This has been immediately addressed by staff and leaders and the practice has now stopped.

Staff display a good understanding of the behaviour management policy and implement positive behaviour management strategies effectively. During a painting activity for example, staff consistently used positive praise and treated children with respect as they asked if they had finished their pictures or would like some more time. Staff encourage children to use good manners and support them as they learn to share and take turns. Staff engage well with children during mealtimes, using the time as an opportunity to develop social and language skills. Staff work hard to entertain younger children as they patiently wait for their food ensuring that children remain settled and content.

Staff engage with children in a warm and friendly way. They play alongside the children and encourage positive interactions. Staff are responsive and listen attentively. We saw staff supporting and extending children's understanding in their play and learning. For example, as children played with a sand activity staff encouraged them to make different shapes. Babies laughed and smiled as they covered their faces with chiffon scarves as staff played alongside them. A minority of staff use Welsh to very good effect. Leaders are keen to promote this practice among other staff.

Environment

Good

Leaders have effective measures in place to ensure the environment is safe for children. The setting is secure with the external entrance door locked and a secure garden area. Visitors are asked to sign the visitor book upon arrival and departure which means all adults in the building are accounted for. Leaders successfully complete risk assessments. However, some are generic and need to more carefully consider fully the risks associated with the activity and outline clearly the mitigating steps. Leaders ensure staff carry out effective cleaning routines across the setting. However, a small number of areas needed to be cleaned further or tidied. For example, the younger children's bathroom and an area of brambles outside. This was swiftly addressed following our visit. People who run the setting ensure they carry out an appropriate number of emergency fire drills at varying times.

Leaders make certain the environment has good indoor play space which children freely explore. The setting is bright, welcoming and accessible. The rooms are divided into interesting areas which support children in their play and learning. For example, older children enjoy a spacious room with a sensory area and easy access to the outside play area while younger children can access a soft play area which supports the development of physical skills. People who run the setting ensure that the outdoor play space is used often and is well maintained. The area is safe and there is a dedicated, fenced area for younger children to use. The area is of a good size and presents interesting opportunities for the children.

People who run the setting provide an adequate range of developmentally appropriate play and learning resources, to ensure children have some variety and choice. Children can access toys and resources easily as they are stored at low-level or within their reach.

Leadership and Management

Good

Leaders have worked hard since our last visit to drive improvement and implement procedures and policies to ensure that they comply with relevant regulations and meet the NMS. They have a clear vision that they effectively share and are committed to ongoing improvements such as the restructuring of staff to ensure that room leaders are in place to model good practice. They update the setting's policies and ensure staff implement these in practice. There is a statement of purpose in place which provides an accurate picture of what the service offers. This enables prospective parents to make an informed decision about using the service. Leaders continue to work positively with CIW acting swiftly on recommendations or where short coming are identified. They have appropriate procedures in place for self-evaluation of the service. Their last quality of care report details improvements made at the setting, such as the development of the indoor environment for older children.

Leaders ensure that they maintain appropriate staff to children ratios, thus ensuring that children are appropriately supervised and cared for by suitably skilled and experienced staff. Leaders are able to provide evidence that ratios are historically met, and this information is readily available to CIW. The people who run the setting implement safe recruitment procedures to safeguard children. They now carry out regular appraisals and supervisions providing support and an opportunity to discuss any issues which may arise. This area for improvement will remain in place and be tested again during our next visit to ensure that the observed improved practice has been further embedded.

People who run the setting have developed meaningful and positive relationships with parents and carers. There are effective systems in place to keep parents well informed about their child's time at the setting.

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
20	The registered person must ensure proper provision for the welfare and care of children. They must ensure the premises are secure and safe from unauthorised entry.	Achieved
27	The registered person must ensure there is a sufficient number of suitably qualified, skilled and experienced staff looking after children to ensure their safety and wellbeing.	Achieved
25	The registered person must ensure that children are protected from avoidable risks to their health and safety.	Achieved

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
22	The registered person must ensure staff are fully conversant with the written safeguarding policy and associated procedures.	Not Achieved
29	The registered person must ensure all employees receive appropriate supervision and appraisal.	Not Achieved

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)
Standard 24 - Safety	Ensure staff effectively monitor the temperature of the sleeping room and take swift action to moderate the temperature when needed.
Standard 24 - Safety	Ensure that risk assessments fully consider the risks associated with activities and clearly outline mitigating steps.

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)

Further develop the use of Welsh within the setting.

Embed practice of not wearing outside shoes in the baby / soft play areas.

Ensure that staff use the electronic signing in system consistently to ensure staff numbers are accurately recorded.

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 25/03/2024