



Inspection Report

Fun Foundations Day Nursery

**Vale Forge
North Road
Cowbridge
CF71 7DF**



Date Inspection Completed

08.09.2021

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About Fun Foundations Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Fun Foundations Day Nursery Ltd
Registered places	81
Language of the service	English
Previous Care Inspectorate Wales inspection	Manual Insert 16 March 2020
Is this a Flying Start service?	Manual Insert
Does this service provide the Welsh Language active offer?	<i>This is a service that does not provide an 'Active Offer' of Welsh language. It does not anticipate, identify or meet the Welsh language needs of children who use, or intent to use their service'</i>

Summary

Most children are confident, happy and enjoy their time at Fun Foundations. They have a strong sense of belonging and are developing positive relationships and friendships. Children have good choices and make effective decisions about what they want to do.

Nearly all care staff understand and implement policies and procedures to keep children safe. They are kind towards children, providing positive interactions to ensure children feel valued and happy. Care staff are good role models and meet children's needs well.

The environment is very secure and well maintained. Thorough safety measures ensure the setting is secure and children are safe. People who run the setting identify and remove risks. Children have access to a wide range of good quality, developmentally appropriate play and learning resources, in sufficient quantity. They benefit from the good variety and choice.

People who run the setting are exceptional in the way they manage and operate the service, and are committed to ongoing improvements. They have an innovative vision for the future of their business, which they share with parents and carers of children. They comply with regulations and exceed the National Minimum Standards. They successfully embed their policies in the running of the setting.

Children confidently make decisions and choices; they have a range of play activities within each area of the nursery. For example, young children play with musical instruments available to them in low-level baskets, older children had free choice of activities in the outside area. Most children speak or express themselves confidently, communicating their needs in a variety of ways and know that staff will listen and respond appropriately. We saw older children choose a counting game on the interactive white board, all enthusiastically chanting "*teddy bear time, teddy bear time*".

Most children are happy, settled and enjoy their time at the setting. They are familiar with one another and are developing friendships. Care staff encourage the use of individual comforters for new children, if needed, such as a teddy or dummy to help settle them. Children play happily together or alongside each other. A child proudly smiled when receiving a birthday card from care staff.

Children have a strong sense of belonging. They know the routines well, washing their hands at appropriate times and helping tidy toys away after use. They have strong bonds of affection with care staff and enjoy sitting close to them, having cuddles if upset or needing reassurance. We saw a child take a book and sit on a care staff lap to read together. Children talk easily with care staff calling them by their first names.

Children are enthusiastic and gain a sense of achievement from their play and learning. They enjoy a range of interesting opportunities. For example, younger children enjoyed exploring cereal and pompoms developing their senses. Children are fully engaged in outdoor play. We saw children create a path with large coloured blocks, and then 'jump off' at the end. Older children show focus and imagination. For example, children used wooden trunks and a voile scarf as a blanket for the dolls.

Children have opportunities to develop their independence skills enabling them do things for themselves successfully. Older children use the toilet, wash their hands and help tidy up. Younger children receive encouragement to wash hands and feed themselves. Children are motivated to freely choose their play and move confidently from one activity to another. They gain a sense of pride from their achievements and smile as they receive praise from care staff.

Nearly all care staff understand and implement policies and procedures to promote healthy lifestyles and personal safety. They implement the protective measures guidance, policies and risk assessments successfully. The setting generally has effective cleaning routines. Hand washing practices are thorough and frequent, with care staff encouraging children or supporting them to do the same. However, care staff did not replace a dummy when dropped on the floor and did not change their aprons in-between nappy changes. People who run the setting took prompt action to address both issues when highlighted to them. Relevant records of accidents, incidents and existing injuries are in place, with purposeful monthly reviews to identify and eliminate possible risks that may cause accidents. An onsite cook prepares healthy options for children at meal times and has regard to children's individual dietary needs or preferences. The majority of care staff have formal training in child protection and hold current first aid certificates; and all have attended in house training on safeguarding. All staff confidently describe what actions they would take when given various safeguarding scenarios. However, staff have not completed Prevent duty training. All staff receive a thorough induction when starting at the service, and benefit from the regular check in meetings, supervisions and appraisals taking place.

Care staff support children effectively and meet their individual needs. They implement positive behaviour management strategies, using praise to reinforce good behaviour. For example, when children were playing in the den under the slide, care staff reminded them to be *"gentle, play nicely, we must be kind to our friends"*. Care staff give children time to prepare them for changes in routine. For example, we heard care staff interact with older children saying; *"ten minutes until we tidy up and when our friends come from school we will play again"*. Care staff listen to children's views and interact with them with warmth and kindness. They are positive and celebrate children's achievements by giving them personalised stickers.

Care staff have a good understanding and knowledge of the children's developmental needs. They provide a routine and follow each child's individual needs, for example, younger children sleep when tired. Care staff support children in activities, interacting and encouraging them to respond. We heard care staff say, *"Where does that go? Spin it around, push it... What's next... Good boy!"* They support children with counting and with number recognition, using books, songs and rhymes. Care staff give children praise. We saw care staff saying to the children *"now it's your turn... well done, fab actions"* when choosing and joining in an action song.

An effective key worker system is in place. Care staff observe and keep children's development records, keeping a learning journey for children. They prepare themes, topics and planning for the whole nursery and they successfully adapt them for each age group. Care staff are part of a strong effective team, and have the support of the responsible individual and person in charge.

The environment is very secure and well maintained indoors and outdoors. Thorough safety measures ensure access to and from the setting is secure and children are safe because no one can enter or exit the setting without being admitted by a member of staff. People who run the setting strengthened security during the pandemic through the use of an app, where parents could ring the bell virtually, and remain in their cars until their children were ready to be collected at the main door. People who run the setting ensure there are thorough cleaning routines to maintain good hygiene practices and infection control methods. A dedicated cleaner deep cleans all areas throughout the day, as well as the routine cleaning done by staff. New and revised policies are in place to reduce the spread of infection due to Covid-19.

People who run the setting identify and minimise risks to children's safety very well and complete detailed risk assessments regularly. They had identified trailing wires in two care rooms as a potential risk and planned work to raise these from children's reach. People who run the setting conduct thorough maintenance checks and maintain the upkeep of the property and equipment to ensure it is safe and suitable for children. They carry out fire drills every month to ensure children know what to do in an emergency and keep detailed records.

People who run the setting provide a dedicated outdoor learning space, giving children interesting opportunities to explore and discover. Play areas include construction play, climbing equipment, role-play, mud kitchen and an area for the ride-on toys. Plans are in place as identified in the annual quality of care review to further develop and improve the outside area. The child friendly rooms are colourful and bright with children's work and pictures of them playing. Rooms contain sensory and natural resources such as wooden equipment and treasure baskets. There are also areas for quiet times or small group role-play. There is a well-equipped kitchen where the cook prepares her nutritious meals and snacks.

People who run the setting provide a wide range of good quality, developmentally appropriate play and learning resources, in sufficient quantity, to ensure children have good variety and choice. They provide stimulating resources for all ages and stages of development, which contribute to developing personal and social, language and mathematical skills. For example, through construction play, sensory activities, small world and role-play activities. Children can access toys and resources easily, as they are stored at low level or within their reach.

People who run the setting are effective in the way they manage and operate the service, and are committed to ongoing improvements. They have an innovative vision for the future of their business, which they share with parents and carers of children. However, there had been an incident when people who run the setting had not followed correct procedures in relation to safeguarding children, and as a result, we issued an urgent priority action notice. During this inspection, we found that people who run the setting, as well as care staff, had taken immediate action to review and reinforce practice and now follow correct procedures.

People who run the setting consistently review and share their policies and statement of purpose with staff and parents. They fully comply with regulations and exceed the National Minimum Standards. They successfully embed their policies in the running of the setting and this is very evident during the Covid-19 pandemic. People who run the setting manage care staff and ensure that they are deployed in an organised way, so that they fully meet staffing ratios and children's needs.

People who run the setting follow thorough recruitment processes to safeguard children. They ensure all staff have up to date suitability checks. They provide a good induction procedure for new staff, which includes a mentoring system and they promote ongoing training for professional development. Performance management is effective, and all staff receive regular one-to-one supervision and annual appraisals, encouraging them to think about the quality of their work and consistency in their practice. The self-evaluation and operational plan is purposeful and is a tool for creating an action plan for the year ahead. People who run the setting fully consider the views of parents, staff and children. They take account any issues raised, record and respond appropriately. People who run the setting maintain a comprehensive record of all suggestions, issues and concerns from parents and outcomes and resolutions.

Partnerships are strong. People who run the setting ensure they share information about the children daily with parents through an app. Parents of children using this setting tell us that care staff are caring and so kind. Parents highly commend the service. They told us that they are delighted with the care that the nursery provides and that management staff are outstanding and very approachable. Parents feel that all care staff are supportive to them as a family and not just to their children.

Recommendations to meet with the National Minimum Standards

- R1. Sustain good hygiene practices introduced after the inspection
- R2. Ensure staff undertake prevent duty training
- R3. Raise low cables away from children's reach.