



Inspection Report

Y Bont Nursery

**Y Bont
Ewenny Road
Bridgend
CF31 3HT**



Date Inspection Completed

20/02/2024

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About Y Bont Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Bridgend & District Resource for Children with Disabilities
Registered places	18
Language of the service	English
Previous Care Inspectorate Wales inspection	7 December 2022
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.

<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 have a voice and all attempts at communication are valued. They are safe and happy and benefit from individual attention provided by staff. Most children are confident pre-verbal communicators and their needs are considered.

Staff have an understanding of their roles and implement policies and procedures to promote children's safety, and personal well-being. They build close relationships with the children and have a comprehensive understanding of their needs. They promote positive outcomes for children through their knowledge and by providing a nurturing setting.

People who run the setting ensure the premises is safe and secure. They provide a range of spaces that fully meet the needs of the children that attend. People who run the setting ensure children have access to a range of resources and equipment to nurture children's overall development.

People who run the setting have a vision and run an effective and well-organised setting. They have recently built a successful team who work well together. People who run the setting maintain productive links with outside agencies. The new management have worked hard to ensure the service now meets regulatory requirements.

Well-being

Good

Children know staff listen to them as they are actively encouraged to express themselves using their preferred communication method. Most children communicate and express their needs and preferences using pre-verbal clues such as facial expressions, hand gestures, or at times, using picture cards. Children move freely between different activities. As a result, children's choices are fully respected.

Children feel happy and safe at the setting. They cope well with separation from parents or carers. Children arrive at the setting with smiles. For example, one child arrived after lunch and hugged his key worker and smiled with excitement to see her. Children have good relationships with staff. They are very tactile and spontaneously seek affection. Children have a good sense of belonging because staff know them well and show a genuine interest in them. As a result, children feel secure and valued.

Children interact well with staff and a few are learning to respond to their peers with support from the staff. For example, two children interacted with each other in the soft play area, encouraging one another to play on the see-saw. Most children are aware that staff respond effectively to their needs. Children approach staff with ease when they are upset and are immediately comforted by them. They also receive praise and encouragement for their efforts. For example, children built a tower using natural objects and when they finished, staff said "*da iawn, well done for building such a tall tower,*" the children applauded their own efforts and were so proud of themselves.

Children enjoy their play and learning opportunities, and many are self-motivated in the activities they choose. They enjoy participating in a range of activities, which include visiting the movement room, sensory room, and soft play area. As a result, children are motivated and spend time engaged in activities of their choice. Most children concentrate for an appropriate amount of time and respond positively to encouragement from staff.

Overall, most children develop their independence skills effectively with the support of key workers. They are encouraged to do things for themselves, such as wash their hands when appropriate and help to pack away their lunch boxes. They confidently move around the learning areas, accessing resources to support their interests. Children are encouraged to help to tidy resources at the end of the session and are also encouraged to turn take. For example, the children had to wait their turn when walking the low level balancing beam.

Care and Development

Good

Staff understand and implement policies to promote the health, safety, and well-being of children. They follow robust plans to support children's medical conditions. Staff ensure medication records have been countersigned in line with the setting's own policy and individual care plans. Staff receive specific training tailored to meet the needs of the children, working closely with other professionals such as nurses, physiotherapists, and occupational therapists. Staff promote children's physical well-being successfully through regular exercise such as walks and outdoor play. They have a thorough understanding of their roles and responsibilities to protect children. Staff confidently answer questions around safeguarding procedures and are able to talk about what action they would take if a safeguarding situation arose. Staff closely follow individual care plans for children, which helps risk assess activities on an individual basis. They provide suitable support, and the children benefit from the high staffing ratio. Staff ensure that they follow appropriate hygiene procedures whilst handling, serving and aiding with children's feeding. Appropriate incident and accident recording systems are in place.

Staff understand the behaviour management policy and consistently implement positive strategies. They are responsive to the individual needs of the children and support them holistically. Staff consistently offer praise, encouragement, and positive reinforcement. For example, they praise children during lunch time, encouraging independent eating. Staff are very good role models. They encourage good manners and create positive relationships with children in their care. As children play, staff show an interest in their activities and discuss tasks in a calm and supportive manner. Interactions between staff and children are consistently warm. They engage and demonstrate sensitive and genuine understanding and kindness towards the children. Staff skilfully ensure that children interact safely with one another and create a safe space for children to regulate when needed. Staff are aware of children's individual preferences and know which children respond to which staff members naturally, as well as implementing individual children's care plans effectively. They use a variety of visual aids and prompt cards successfully to communicate the daily routines and activities on offer to the children attending.

Staff ensure children are at the centre of their own learning and play. They support the children's choices and plan activities that meet their interests. Staff ensure children can access an inclusive play provision that enables them to participate in activities and worthwhile experiences. They follow children's individual plans and work closely with the children's families to provide care in a safe environment away from home. Staff provide children with varied opportunities to learn about the wider community. For example, they go on regular walks to the town and have visits from local police officers and have plans for the fire service to visit soon.

Environment

Good

People who run the setting have systems and procedures in place to ensure the environment is safe and secure. They keep an electronic record of visitors who enter via the main secure door. Staff ensure that medication and cleaning materials are stored safely out of the reach of children. People who run the setting ensure there are effective infection control measures in place, with consistent cleaning routines which minimise any risk to children's health. They have addressed all areas within the environment which were non-compliant at the last inspection. The jacuzzi is now safe for use and the sensory room has been renovated and is now being used daily. The outdoor area is now being fully utilised after safety aspects have been rectified and the area has been cleared of hazards. The new management team have effectively actioned all of these environmental requirements in a timely manner, which has greatly impacted the children's experiences and well-being. People who run the setting have now ensured that safety certificates are satisfactory. They recently arranged for a full fire risk assessment of the premises and have already taken action on many of the recommendations. However, Personal Emergency Evacuation Plans (PEEPs) have been reviewed but are not yet fully embedded in their practice. Fire drills are carried out regularly and logs are recorded. They complete effective and accurate risk assessments, which are regularly reviewed and acted upon.

People who run the setting ensure the suitability of the environment for children and adults. They ensure all children have access to bathrooms, changing areas, specialised rooms, outdoor areas and playgrounds suitable for the ages and individual needs of the children that attend. People who run the setting carefully consider where the children spend their time. The indoor and outdoor environments are used well to promote learning and development. Recent improvements to the main playroom have enhanced the provision. For example, the introduction of a larger table for children to socialise together during lunch time and the rearranging of equipment has created a space where children can further develop their physical development as well as their overall learning. People who run the setting effectively share resources with other provisions, including making full use of the upstairs area for their afterschool club.

People who run the setting ensure that children can access any of the resources within the setting. They have established a stimulating environment where children can explore. For instance, the soft play, sensory and movement rooms are now being fully utilised by the children. All toys and play equipment are clean and well-maintained. The setting uses natural and sustainable materials in children's play effectively. Most resources are stored at low levels so children can access them and make choices independently. Furniture and equipment are appropriate and of good quality. Children are provided with appropriate spaces and areas for quiet times and sleep.

Leadership and Management

Good

The leadership and management of the setting has undergone some significant changes recently. People who run the setting now fully understand their roles and responsibilities. They engage positively with CIW and are keen to drive improvement. They are now communicating with CIW and notifying of all significant events. The recently appointed Responsible Individual has a strong vision for the setting, which is shared effectively with other leaders, staff, and stakeholders. They have a revised statement of purpose, which provides parents with accurate information about the setting. People who run the setting have a good knowledge of their regulatory responsibilities and ensure they comply with regulations and the National Minimum Standards. Positive changes and improvements have taken place within a short timescale, which has a beneficial impact on the care provided to children. People who run the setting keep accurate records and there are now policies and procedures in place.

People who run the setting review the quality of care annually and are in the process of submitting the latest quality of care report for the setting. They have also successfully actioned all the non-compliances since their last inspection.

People who run the setting manage staff effectively and have started to build a team of highly effective people. Staff morale has improved and there is a culture of respect, understanding and a positive ethos. The adult child ratio is based on the needs of the children, and the people who run the setting ensure this is maintained or exceeded at times. They ensure staff complete mandatory qualifications and hold a current Disclosure and Barring Service (DBS) certificate. People who run the setting follow a safe recruitment process to safeguard children and have satisfactory systems in place to update suitability checks as required. They ensure a thorough induction process is in place for new staff which includes purposeful training. All staff we spoke with said they are very happy working at the setting, they feel valued and very supported by approachable leaders. Staff told us that the people who run the setting value their opinions and are open to making changes to drive improvement. All staff have received a formal supervision since the last inspection and appraisals have been planned in line with new working arrangements. Leaders encourage staff to attend mandatory training and they ensure staffing ratios are met.

Partnerships are good. People who run the setting have positive links with a wide range of professionals, including the local school, where positive links have been formed to provide effective transition opportunities for the children. There is also evidence they have been working closely with educational psychologists, Flying Start early intervention workers, Early Years Additional Learning Needs officers and local authority officers since their last inspection. In addition, they have provided a large craft event for children with Additional Learning Needs and have recently organised a trip for over a hundred families, which raised money for a defibrillator apparatus for 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
31	The Responsible Individual must notify CIW of all significant events and must do so no later than 14 days after the event has occurred.	Achieved
9	The Responsible Individual must have regard to the Statement of Purpose, the number and needs (including of any needs arising from disability) of the relevant children and the need to safeguard and promote their welfare, to provide day care with sufficient care, competence and skill. The Responsible Individual must ensure that they support newly appointed persons in charge to fulfil their requirements. The Responsible Individual must undertake such training as is appropriate to ensure that they have the experience and skills necessary to	Achieved

	provide day care or, where a person in charge has been appointed, for supervising the provision of day care.	
15	The Responsible Individual must ensure they compile a Statement of Purpose, which includes correct staffing roles and responsibilities and the current facilities available at any given time. The Responsible Individual must also ensure that the day care provided is consistent with the Statement of Purpose. The Responsible Individual must ensure the review and revision of the setting's Statement of Purpose and, whenever practicable, that any changes to this document is shared with CIW at least 28 days before it is to take effect.	Achieved
20	The Responsible Individual must ensure that all persons employed to work with children at the setting are issued with an enhanced criminal record certificate prior to commencing employment. The Responsible Individual must ensure that staff understand their responsibilities to ensure that relevant children are provided with care, dignity and respect and that due regard is shown to any disability affecting them.	Achieved
21	The Responsible Individual must ensure that when food is prepared and provided to children, staff practices meet children's health and special dietary needs.	Achieved
22	The Responsible Individual must draw up and implement a current written policy to safeguard children and set out clear procedures in the event of any allegation of abuse or neglect. The Responsible Individual must act, liaise and ensure prompt referral with any local authority, in respect of child protection matters relating to relevant children or staff. The Responsible Individual must ensure that all written records are correct. The Responsible Individual must ensure the designated safeguarding lead for the setting reports any concerns about the welfare or safety of a child to the local authority. Staff working at the setting must be trained sufficiently and have access, at all times, to accurate information that allows them to effectively safeguard children and enable them to refer child protection matters effectively and in a timely manner.	Achieved

28	The Responsible Individual must ensure all staff employed at the setting including the new person in charge and the new manager have complete staff files that include photographic identity and statements, health declarations, two references, qualifications and enhanced criminal record certificates. The Responsible Individual must always carry out suitability checks on staff prior to them starting at the setting and must ensure that all relevant persons are appropriately supervised whilst carrying out their duties.	Achieved
29	The Responsible Individual must ensure all employees who look after relevant children receive appropriate training, supervisions and appraisals.	Achieved
37	The Responsible Individual must ensure all parts of the relevant premises used by relevant children are equipped with what is reasonably necessary, and adapted as necessary, to meet the needs arising from the disability of any relevant child. The Responsible Individual must ensure the sensory room is repaired and refurbished, to ensure children's needs are always met. The Responsible Individual must ensure the required safety inspection of the jacuzzi bath is completed. The Responsible Individual must ensure all areas of the outdoor space are in working order and fully risk assessed to enable children to gain full access to the outdoors. Additionally, the Responsible Individual must ensure that safety certificates are updated regularly.	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

30	The Responsible Individual must ensure all records are completed and maintained correctly. These include, accident records, policies and procedures and parent contracts.	Achieved
38	The Responsible Individual must take adequate precautions against the risk of fire, which includes updating the fire risk assessment, implementing effective evacuation procedures and regularly maintaining safety equipment.	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)
	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)
To ensure that progress continues, the good practice is sustained and staff are maintained.
To fully embed the Personal Emergency Evacuation Plans in the setting's procedures.

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.

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Date Published 25/03/2024