



Inspection Report

Building Blocks Day Nursery

**Ynys Lane
Croesyceiliog
Cwmbran
NP44 2LH**



Date Inspection Completed

11/08/2023

About Building Blocks Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Person	Kathleen Boycott Joanne Boycott
Registered places	60
Language of the service	English
Previous Care Inspectorate Wales inspection	5 th February 2019
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.

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<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 make choices and influence the direction of their play. They are happy and relaxed in their relationships with staff, showing trust and warmth. Children behave kindly and considerately, communicating effectively with both adults and their peers. They value regular opportunities for active play in the outside area. They are independent and confident in their own abilities.

Staff have a good understanding of their roles and responsibilities to keep children safe and healthy. They care for children in a kind and relaxed way. Staff support children's learning and development successfully and facilitate an interesting variety of activities.

Managers ensure the environment is safe, secure and well maintained indoors and outdoors. They identify and manage risks appropriately. The indoor areas are welcoming and accessible to children. The large outdoor environment provides plentiful space for regular active play. Managers provide varied, stimulating resources to promote children's curiosity, imagination and creativity.

Managers are motivated and have the skills to manage the service successfully to meet children's needs. They have a clear vision for how they wish to develop the service and they are committed to ongoing improvements. They recruit, manage and deploy staff effectively.

Children are settled and show enjoyment and enthusiasm for the nursery. They are confident to independently explore available resources. They make choices freely and put requests to adults through verbal and non-verbal methods. Older children value opportunities to share their feelings and to suggest ideas for activities. Younger children confidently request specific colours of paint, while babies make requests to hear a story again through smiles and gestures.

Children have warm relationships with staff and readily approach them for guidance or comfort. They settle quickly and are calm as they play. Children are reassured by familiar routines such as 'beeping their ears on' to listen carefully. They receive lots of encouragement and praise from staff when learning new skills, which gives them the confidence to play, learn and explore. For example, we observed a child smile when a staff member praised them for doing actions to a song.

Children are learning to respect each other and the resources through learning to share and use equipment appropriately. Children of all ages and stages of development respond positively to staff members' reminders about appropriate behaviour. For example, older children understand they need to be holding a toy to speak during reflection time and they need to be listening to their friends at all other times. They work together on activities such as sweeping up leaves and hunting for bugs. Children show interest in the things their friends are doing and often join in or play alongside them. Many of them enjoy inviting adults into their play; a child excitedly showed us their felt fruit and told us what each one was.

Children are free to explore their environment and spend time on activities that interest them, which encourages them to learn and develop. They can concentrate on activities for an appropriate length of time. We observed younger children focusing well as a staff member read 'The Very Hungry Caterpillar', gleefully joining in with actions and words. Children of all ages have regular exercise and fresh air and highly value the time they spend outdoors, engaged in active play. They laugh as they move around jumping and role-playing animals.

Children have good opportunities to gain independence. Almost all are encouraged to wash their own hands, feed themselves and pour their own water. They are learning to tidy resources after use and many children take their own shoes off and store them on racks. Some children show good emotional development through identifying the feelings of characters in books from looking at the pictures.

Staff implement effective hygiene control procedures of regular handwashing, and cleaning tables and changing areas. They supervise children suitably, taking good care when carrying out higher risk activities such as helping children up and down the stairs. All staff have food hygiene qualifications. They serve healthy meals and an afternoon snack. However, no food is provided between 9am and lunchtime, and alternatives are not offered to children who choose not to eat the meal provided. Staff have a good knowledge of children's food preferences and follow clear procedures to manage allergies and individual dietary requirements. Children always have access to bottles of water or squash. Staff carry out nappy changes sensitively and record these appropriately. Safeguarding procedures are in place to promote the welfare of children. Staff understand their duty to report and record concerns and are confident in their abilities to implement the nursery's safeguarding procedures. Managers make appropriate referrals and document these effectively. Almost all staff have attended paediatric first aid training and first aid boxes are available in all main areas of the nursery. Staff implement procedures for the recording of accident, incident, administration of medicine and pre-existing injuries. They use daily sheets to share reminders and notes between themselves.

Staff have good, warm relationships with children. They offer consistent praise and encouragement to provide reassurances and boost confidence. For example, they tell children, "*Da iawn, it is coch, you're so clever!*" and they commend children for being brave for having their nose wiped. Staff identify when children need extra care and affection, and offer this thoughtfully through acknowledging the child's feelings. They demonstrate politeness and good manners to model expectations of social behaviour. Staff manage children's behaviour kindly and fairly through gentle reminders and considered suggestions such as "*Shall we put it on the floor so we can all see?*". Staff carefully consider the needs of children with Additional Needs to ensure their needs are met and appropriate additional support is provided.

Children have good opportunities to develop their independence. Staff provide a range of planned activities which run alongside impromptu activities focused around children's interests and questions. Staff link these to the new Curriculum for Wales and identify outcomes for children, skills developed and next steps. They track children's development and progress suitably and use effective methods to aid transition between rooms. Staff feed back to parents through daily diaries, photographs on a communications app and conversation at the end of the day. Some staff members use the Welsh language intermittently.

Managers have systems and procedures in place to ensure the environment is safe and secure. Staff ensure only authorised entry to the nursery and keep a log of any visitors. Managers have undertaken suitable risk assessments which they keep under review and update as required. They analyse accident and incident forms monthly and review risk assessments considering any new risks identified. This information is fed back to staff to ensure that they are aware of changes needed to mitigate risks. Staff carry out daily safety checks and eliminate potential hazards to children's safety. They carry out sanitising and cleaning duties as needed throughout the sessions. Bathrooms are well stocked with soap and paper towels to promote an infection free environment. Staff ensure that all fire doors are kept closed and well-maintained gates are in place to ensure children do not have access to higher risk areas. Managers conduct regular fire drill practices to ensure children know how to evacuate the premises safely. All routine maintenance checks for the building and appliances are undertaken in a timely manner.

The premises are welcoming and friendly, and provide room for children to play. Care rooms have sufficient space to allow children freedom to move around as they play and explore. They are decorated with calming, neutral colours, giving a relaxed feel to the nursery. Managers have use of an office that provides space for confidential conversations if needed and staff have an allocated room for their breaks. There are accessible toilets, suitable child sized furniture and areas for children's personal belongings to be stored, supporting children to be comfortable and independent. Appropriate spaces are provided for children's sleep. Managers have made effective changes to the use of rooms at the nursery to reduce noise at sleep times. Younger children have access to a quiet, calming room with cots. However, some children were sleeping in rockers and swings in the main play area on the day of our inspection. The outdoor area is large and provides ample covered space for children to play outdoors in all weathers.

Staff store resources at low-level, so children can access equipment easily, which supports their independence. Toys and resources are largely clean, of good quality and age appropriate. Managers have recently risk assessed the chairs used by children and identified more suitable alternatives. Managers have ensured that children have access to resources of a varied range of natural and man-made materials together with some real-life items. This stimulates children's interest and creativity. The outdoor area provides a range of good resources that are suitable for children of different ages to engage in active play.

Managers are efficient in the way they manage and operate the nursery and are committed to improving standards. The statement of purpose provides an accurate picture of how the nursery runs. Managers have devised a good range of detailed policies and procedures to guide staff and inform parents. They review and update these regularly. Managers promptly made some small changes to these documents during the inspection process to ensure that they fully meet regulations. Managers are effective in their record-keeping, with all required information kept for children stored and managed securely. They ensure parents sign their children in and out of the building and staff members also register themselves. However, this information is not always clear to understand, and efficiency of this system could be strengthened.

Managers undertake a comprehensive annual review where they meaningfully consult with parents, staff and children. From this they create a report that identifies strengths and areas they have targeted to develop and plans to achieve this. There is a complaints procedure in place; the nursery has not received any complaints.

Managers actively support staff to provide a quality care provision to children and their families. Staff we spoke with told us they feel listened to and supported. We saw evidence of this support through staff members bringing their own children to the nursery when in need of childcare. However, managers need to ensure these children are cared for in the correct room for their age. Managers undertake appropriate checks to ensure staff are suitable to work with children before they take up their post. They ensure all staff have the skills, qualifications and knowledge to provide a good quality, safe service to children. Managers provide a good standard of induction, supervision, and appraisal to effectively support staff, allowing them to reflect on their practice and monitor and identify training needs. They lead monthly staff meetings to ensure policy and procedure updates are shared and staff have an opportunity to discuss anything they wish to raise. Managers ensure there are enough qualified and experienced staff to make sure children are always well cared for.

Parents consulted with by inspectors are largely happy with the care provided by the nursery. Several commented that their child was happy and staff were approachable and friendly. A few parents felt that they would appreciate more feedback on their child's progress and more communication regarding policies and events.

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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N/A	No non-compliance of this type was identified at this inspection	N/A
38	Fire Precautions – (Regulation 38 (1) (a)) in order to fully meet the legal requirements. .- fire doors wedged open Raised retrospectively as issues with cassi following inspection.	Achieved
29 (3) (a)	Employment of Staff – (Regulation 29 (3) (a)) in order to fully meet the legal requirements. 121 supervision not robust Added retrospectively due to issues with CASSI following joint inspection	Achieved
30 (1) (a) Sch3.06	Keeping of Records – (Regulation 30 (1) Schedule 3 6) in order to fully meet the legal requirements. - registers of children do not contain times they are cared for. Added retrospectively as issues with CASSI following inspection	Achieved
	The RP has not ensured that all staff have a full employment history and a written explanation for gaps in their employment.	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 22 - Environment	Review sleep provision in the baby room.
Standard 7 - Opportunities for play and learning	Ensure that staff members' children are in the correct room for their age.

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)
Review timings of mealtimes.
Review staff and child sign in sheets to ensure times are clear.

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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