



Inspection Report

Nursery Rhymes Day Nursery

Nursery Rhymes Day Nursery

40-44

Bedwlwyn Road

Hengoed

CF82 7AE



Date Inspection Completed

01/08/2024

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About Nursery Rhymes Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Person	Kim Lucas
Registered places	83
Language of the service	English
Previous Care Inspectorate Wales inspection	25 April 2024
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>	Adequate
<u>Care and Development</u>	Adequate
<u>Environment</u>	Adequate
<u>Leadership and Management</u>	Poor

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 others. Children behave kindly and considerately, communicating effectively with both adults and their peers. They are independent and confident in their own abilities.

Staff mostly 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. They support children's learning and development and facilitate an interesting variety of activities.

Leaders 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. Managers provide varied resources to promote children's curiosity, imagination and creativity. They do not fully consider management of the base rooms during holiday periods which impacts upon appropriate use of toileting areas, especially for older children.

Leaders are motivated to make improvements to meet children's needs. There are areas of continued non compliance but leaders have a clear plan in how they wish to address these and develop and improve the service.

Well-being**Adequate**

Children are settled and show enjoyment at the nursery. Children of all ages are confident to independently explore available resources. They make choices freely and put requests to adults through verbal and non-verbal methods. Children are consulted consistently throughout the day and more formally for the annual review of the service. They expressed that at the nursery *'It's fun! I'm happy'* and they enjoy *'lots of toys'*.

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 and older children readily help tidy up before going for their lunch. They receive lots of encouragement and praise from staff, which gives them the confidence to play, learn and explore, following their interests.

Children are learning to respect each other and the resources through learning to share and use equipment appropriately. One child praised another child for sharing their toys, saying *'Good boy X!'* clearly having learnt the social cues from watching and listening to staff. Children of all ages and stages of development respond positively to staff members' reminders and are becoming aware of the needs of others around them. For example, one young child noticed a baby being cuddled by a member of staff and gently said *'He's tired!'*. Children show interest in the things their friends are doing and often join in or play alongside them. For example, young children loved painting at the table alongside their friends.

Children are free to explore their environment and spend time on activities that interest them, which encourages them to learn and develop. They concentrate on activities for an appropriate length of time. We observed children focusing well as a staff member read a story during circle time and enthusiastically joined in singing songs. Children of all ages have regular exercise and fresh air and spend time outdoors.

Children have good opportunities to gain independence. Almost all are encouraged to wash their own hands and feed themselves. We saw older children pouring their own drinks of water from a dispenser. They are learning to tidy resources after use and listen to instructions. Some children show good emotional development through identifying the feelings of others.

Care and Development**Adequate**

Staff implement effective hygiene control procedures with 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. They serve healthy meals and have a good knowledge of children's food preferences and follow clear procedures to manage allergies and individual dietary requirements. Staff encourage children to develop good eating habits and the children really enjoy their meals which are appetising, well balanced and nutritious. Children always have access to bottles of water to remain hydrated. Staff carry out nappy changes sensitively and record checks on sleeping children promptly. 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. Almost all staff have attended paediatric first aid training to deal with minor accidents or injuries. Staff implement procedures for the recording of accident, incident, administration of medicine and pre-existing injuries. Staff carry out fire drills regularly with children. However, they do not accurately record registers.

Staff are warm, nurturing and responsive towards the children and their needs. They develop good relationships with children and offer lots of praise and encouragement to provide reassurances and boost confidence. For example, they tell children 'Well done!' when they successfully sing the days of the week song during circle time. They demonstrate politeness and good manners to model expectations of appropriate social behaviours. Staff manage children's behaviour kindly and fairly through quiet reminders and considered suggestions such as gently asking if they can share with their friends and then praising them for good sharing of toys.

Children have reasonable opportunities to develop their independence. Staff provide a range of planned activities which run alongside impromptu activities with children's interests in mind. They track children's development and progress suitably. As there was a wide mix of age ranges within the toddler room during the inspection, some activities were not consistently age appropriate for older children. Leaders have recently undergone anti-racist training and are helping staff develop an awareness of how to incorporate more diverse and multicultural learning opportunities into everyday play. Staff keep parents informed through daily diaries, photographs on a communications app and conversation at the end of the day. Some staff members use the Welsh language intermittently.

Environment

Adequate

Leaders ensure the environment is safe and secure for children. They record visitors to the setting, lock external doors, and a member of staff monitors the front door throughout the

day. Safety gates are in place in the play areas and hallways. The nursery is suitably clean, tidy, well maintained and welcoming. Leaders ensure regular maintenance checks are completed for gas and electrical installations and have adequate risk assessments for the premises and school transitions. The current risk assessment for outdoor climbing equipment prevents children using this equipment as leaders are waiting for the installer to clarify certain safety issues. Leaders carry out monthly checks on fire equipment and record these checks appropriately.

The nursery is organised into separate baserooms dependent upon the ages of children and an additional room for after school children. There is an enclosed outside area which is used each day. We were informed that if it is raining children can still go outside as there is a large sheltered area with resources. During the morning of the inspection older children shared the toddler base room and this impacted upon the resources and toilet facilities available to older children. We noted that the toilet area for toddlers and nappy changing did not provide the privacy required for children. Base rooms are spacious and bright and provide good space for children to move around and play. Staff record temperatures to ensure the area does not become uncomfortably hot as windows in the toddler and baby room cannot be opened. The layout of rooms enables children to choose resources independently. Sleep areas for babies are appropriately monitored. Older children attending after school during term times have resources that are suitable for their age group, and this includes furniture and toilets. There are dolls with different skin tones and a display promoting understanding of other cultures and the Person in Charge (PIC) discussed with us that they have identified that this is an area they would like to develop.

Staff store resources at low-level, so children can access equipment easily, which supports their independence. Toys and resources are clean and in good order. Staff monitor resources to ensure that any broken or unsuitable toys are removed promptly.

Leadership and Management

Poor

Leaders have made significant improvements since the last inspection and are committed to continuing to raise standards. They have addressed three Priority Action Notice's issued at the previous inspection and have ensured the environment is safe, suitability checks for staff are thorough and completed in a timely manner, and that safeguarding procedures are understood and implemented. However, areas of non compliance remain regarding the supervision of staff, staffs' ability to implement all health and safety procedures such as the correct completion of registers, and notifications to CIW of any significant events. We have re-issued priority action notices, and the provider must take immediate action to address these issues. Leaders, particularly the Person in Charge (PIC), are highly motivated and have discussed with us specific strategies to make the required improvements. Leaders have a good range of policies and procedures in place to support the smooth running of the nursery. They have reviewed these and have reached out to external agencies for guidance and support. Procedures such as the sleep procedures are well embedded and implemented by staff.

Leaders undertake an annual review where they 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. Leaders monitor daily records, such as accidents and incidents so that they identify any emerging trends or patterns and can respond accordingly.

Leaders have identified a system to ensure all staff have regular, meaningful supervisions, appraisals and inductions. These have been implemented with some staff, but time is needed to ensure procedures are embedded to impact positively on staff working practices. Staff we spoke with are happy and enjoy caring for the children. They work together well as a team and feel supported by one another and managers, who they feel are very approachable and available.

Leaders and the staff develop good partnerships with parents. We saw positive feedback comments from parents in the quality of care review. Leaders have a contract for each child and collect a range of relevant information and permissions so that they understand how to meet the needs of the individual children in their care. Leaders and staff keep parents informed about their child's time at nursery in a variety of ways including verbally and through an App.

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
20	The Registered Person must ensure all staff understand and implement all health and safety procedures.	Not Achieved
29	The Registered Person must ensure that all staff have thorough induction and regular supervisions and appraisals, to monitor that staff understand their roles and responsibilities and can implement the services procedures to keep children safe and healthy.	Not Achieved
25	The Registered Person must ensure that unnecessary risks to the health and safety of children are identified and as far as possible eliminated.	Achieved
22	The Registered Person must draw up and implement a comprehensive written policy which sets out procedures to safeguard children.	Achieved

28	The Registered Person must undertake and evidence thorough and timely suitability checks on all staff.	Achieved
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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.

Area(s) for Improvement		
Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A
31	The Registered Person must ensure that Care Inspectorate Wales is updated of all significant events to ensure that proper monitoring of the service is conducted.	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 4 - Meeting individual needs	Support practitioners in planning a range of engaging activities/ opportunities to encourage children in their play and learning.
Standard 22 - Environment	Continue to enrich the play environment within the upstairs base room for pre-school children and children aged over two years.
Standard 22 - Environment	Ensure that children's privacy is promoted when they access toilets.

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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