



Inspection Report

Nursery Rhymes Day Nursery

Nursery Rhymes Day Nursery

40-44

Bedwlwyn Road

Hengoed

CF82 7AE



Date Inspection Completed

25/04/2024

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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	14 November 2023
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.

Summary

This was a focused inspection, and, on this occasion, we did not consider all themes in full.

Children are happy and relaxed at the setting. They have good relationships with staff, and develop friendships as they progress within the nursery. They have suitable opportunities to follow their interests and develop independence.

Staff are kind and caring and interact well with the children. They manage behaviour patiently and positively. There have been staff changes within the setting. Some staff are not clear about some of the nursery procedures and some record keeping is not updated promptly.

The environment is spacious and meets the needs of the children. Leaders have purchased a new nappy changing station to minimise any potential risks and ensure the safety of children during nappy change. However, they do not effectively identify emerging risks or respond to them proactively.

Leadership and management of the service is ineffective and needs to significantly improve to meet regulatory responsibilities. A new Person in Charge (PIC) has recently been appointed. The Priority Action Notices issued during the previous inspection have not been addressed. An additional Priority Action Notice relating to suitability of staff checks has been issued and an area for improvement has been highlighted regarding notification of significant events.

Well-being

As this was a focused inspection, we have not considered this theme, in full.

Children are settled and happy. Those who are new to the setting receive the support and care they need ensuring they settle quickly. Children know the staff and feel relaxed in their care. We saw one child climb onto a member of staff's lap and receive the cuddles and reassurance they sought. Over time they form positive friendships that help them feel happy. For example, a group of children enjoyed helping one another put the resources away and tidying before lunch.

Children have a suitable range of opportunities available to them and can choose where and how they spend their time at the setting. They move around the base rooms freely choosing from the activities and resources available to them.

Children cooperate well and enjoy sharing the play space and resources. Children listen to staff and respond positively. They make good attempts at identifying colours in Welsh. One child is clearly pleased when they answer staff with the correct word, 'gwyrdd' for green. They respond well to praise and happily repeat what staff have said, 'Super-duper!' laughed one child.

Children show enjoyment as they play and choose activities. For example, they laugh and make 'rarring' noises as they play with the dinosaurs and are happy to show us and staff their favourite dinosaur. Children have opportunities for quiet if they need it. We saw a child sit on the cushions, quietly observing others before returning to play.

Children have opportunities to develop their skills and be independent. Older children access the toilet with increasing confidence and staff encourage them to wash their hands and learn how to use handwashing facilities independently. Younger children learn new skills in line with their age and stage of development, with support when needed.

Care and Development

As this was a focused inspection, we have not considered this theme, in full.

Staff are warm and responsive to the children. Many are enthusiastic and clearly enjoy their work. They build nurturing and trusting relationships with the children. There have been staff changes within the service since the last inspection. Some staff at the inspection were new to their role and had not completed a full induction. Staff we spoke to were clear and confident about certain procedures, such as nappy changing, responding to accidents, and planning and evaluating activities. However, some staff do not implement all health and safety procedures including the prompt completion of registers and the correct recording of sleep checks in line with procedures. As a result, they could not evidence how many children were present and this could pose a risk should emergency procedures need to be implemented.

Environment

As this was a focused inspection, we have not considered this theme, in full.

Leaders have addressed risks identified at the previous inspection. However, new issues have emerged within the service that they have not proactively identified or addressed. For example, yellow stickers placed on fire extinguishers, to highlight that they needed to be updated, had not been dealt with this promptly. Leaders did address this once they understood the need to.

Leaders have made some improvements to the nursery including a new nappy changing station and a new climbing frame outside to enhance children's play and learning outdoors. However, leaders have not undertaken a risk assessment of this to provide staff with clear instructions and procedures in its use. Consequently, children were unable to access it. .

Leadership and Management

Leadership and management of the service needs to significantly improve. Leaders have not ensured that they have addressed areas of non-compliance identified at the last inspection and are therefore not meeting the regulatory requirements. Leaders do not operate effectively to promote the health and safety of children, recruit staff safely or provide appropriate induction and ongoing support to staff. This is having an impact on children's well-being and placing them at risk. We have issued priority action notices, and the provider must take immediate action to address these issues. The recently appointed PIC has started to address some areas since her promotion into this role. However, she has not received a thorough induction regarding her full responsibilities. However, she is very motivated to address the improvements required and works well with her colleagues.

Leaders have not yet embedded systems for supervision of staff to ensure they understand their responsibilities and are confident to implement the nursery procedures. This lack of proper oversight has led to a failure in implementing robust safeguarding procedures. We have issued priority action notices, and the provider must take immediate action to address these issues. Staff are positive about the support that they have received from the new PIC, and are enthusiastic about their role, enjoy their work and are eager to improve and provide a good service.

Leaders do not follow safe recruitment procedures as we found staff employed who did not have sufficient safety checks completed before working with children. While no immediate action is required, this is an area for improvement and we expect the provider to take action. The nursery had accepted DBS certificates from another source. We have discussed this with the new PIC who has assured us that she understands these requirements when checking documentation of future staff.

The person in charge informed Care Inspectorate Wales of a notifiable event which had not been shared with CIW. The need to inform the Welsh Ministers of significant events has previously been issued as a PAN at inspection in June 2019. While no immediate action is required, this is an area for improvement and we expect the provider to take action.

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
28	The Registered Person must undertake and evidence thorough and timely suitability checks on all staff.	New
20	The Registered Person must ensure all staff understand and implement all health and safety procedures and that children are always appropriately supervised.	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.	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

22	The Registered Person must draw up and implement a comprehensive written policy which sets out procedures to safeguard children.	Not 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. 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
31	The Registered Person must ensure that Care Inspectorate Wales, on behalf of the Welsh Ministers, are updated of all significant events to ensure that proper monitoring of the service is conducted.	New

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 a risk assessment is completed to enable children to play safely outside.
Standard 5 - Records	Ensure all policies are reviewed annually or as required and ensure the lost child policy is reviewed so that should a child become lost police are informed in a more reasonable timescale.
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.

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)
Ensure sleep chart records are maintained and easily available to staff.

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