



Inspection Report

Cylch Meithrin Pontarddulais

**Bont Elim Community Church
Alltiago Road
Pontarddulais
Swansea
SA4 8HU**

Mae'r adroddiad hwn hefyd ar gael yn Gymraeg

This report is also available in Welsh



Date Inspection Completed

27/05/2022

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About Cylch Meithrin Pontarddulais

| | |
|--|---|
| Type of care provided | Children's Day Care Full Day Care |
| Registered Person | Nigel Beynon |
| Registered places | 12 |
| Language of the service | Both |
| Previous Care Inspectorate Wales inspection | 31 January 2018 |
| Is this a Flying Start service? | No |
| Does this service provide the Welsh Language active offer? | Yes. The service provides an 'Active Offer' of the Welsh language. It anticipates, identifies and meets the Welsh language and cultural needs of people who use, or may use, the service. |

| | |
|--|-----------------|
| <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 feel safe, happy and settled at Cylch Meithrin Pontarddulais. They are given choices and can follow their own interests. Children have developed positive relationships with the adults around them and co-operate well with their peers. They show delight and have opportunities to take part in a range of activities.

Care staff work well to keep children safe and healthy. They understand their roles and responsibilities and have adequate hygiene procedures in place. However, improvements are required to promote children's privacy. Care staff act as good role models for the children, interacting positively and they plan and carry out a suitable range of activities.

People who run the setting offer a welcoming and safe environment. They ensure that regular safety checks are carried out but risk assessments need further development. People who run the setting offer appropriate indoor play space for children to explore and use and provide resources, toys and equipment suitable for the age range they care for.

People who run the setting have a developing vision for the setting. They have a range of documentation in place. People who run the setting have a number of long serving, suitable staff. However, they do not ensure that all volunteers have the correct suitability checks in place and do not carry out regular supervisions. They evaluate their setting annually and have a positive relationship with parents.

Nearly all children are often confident communicators as their wants, moods and needs are generally considered. They are asked their opinions and given options. For instance, children are asked if they want to participate in circle time. Children are supported in their choices and can follow their own interests. For example, if a child refuses or declines to take part in an activity, care staff respect this choice.

Nearly all children are content and express enjoyment. They are settled, relaxed, and smile as they take part in different activities. Children have a sense of belonging and are becoming familiar with routines. For instance, when arriving at the setting, the children went straight on to the carpet for circle time. Children greet each other warmly when first arriving at the setting and they happily join in with adult led activities.

Interactions between children and adults are consistently good. They approach care staff confidently, asking questions, making requests, or looking for reassurance. Nearly all children co-operate well, for their age and stage of development and are actively interested and engaged. Many of the children play alongside each other, whilst others co-operate and play together. For example, two children worked together to build a wall. We heard some children giggling and laughing while playing on the bikes and they shared resources. A few children are starting to show empathy and are becoming sensitive to the needs of others. For example, one child saw another child lying down quietly on the carpet and asked, “*are you ok?*” before proceeding to share toys with the child.

Nearly all children are engaged in their play and learning. They engage with the different activities and resources within the main playroom and show enjoyment and excitement while playing in the large downstairs room. Children have many opportunities to follow their own ideas and interests. They are supported in their choices and encouraged to play in a range of areas or take part in an adult led activity. Nearly all children take part in activities resulting in a reasonable feeling of achievement and self-esteem. They are happy to show or talk about what they have been doing. For instance, a child proudly pointed and spoke about their colouring in picture with another child.

Nearly all children experience a variety of age-appropriate opportunities that promote their all-round development and enable them to follow their own interests. They access a variety of resources and toys including role play, creative and physical. Nearly all children have some opportunities to develop their independence skills enabling them to do some things for themselves successfully. For instance, they wash their hands and use paper towels independently.

Care and Development

Adequate

Care staff have a good understanding of their roles and responsibilities to keep children safe and healthy. They understand risks and actively manage them. For example, while moving the children upstairs to the main playroom, care staff position themselves appropriately and consistently encouraged children to hold on to the handrail. Care staff follow adequate hygiene practices, wiping tables or wearing appropriate personal protective equipment and consistently tidy resources to prevent hazards from occurring. However, they did not always ensure children's privacy and dignity was protected as the toilet door was left open while children used the facility. While no immediate action is required, this is an area for improvement and expect the people who run the setting to take action to address this and we will follow this up at the next inspection. They encourage and promote healthy eating at lunch and snack time, showing interests in what the children eat and praising healthy choices. For instance, staff reacted with a "wow" as a child showed them their large apple. Care staff know what to do if they had any concerns about a child's welfare and confidently answered a child protection scenario.

Care staff understand the behaviour management policy and consistently implement positive behaviour management strategies. They praise children using 'da iawn' and encourage the behaviour they want to see. Care staff move around the playroom, engaging with children positively and ensuring they are settled and happy. They act upon children's non-verbal cues to support their choices and needs. The interactions are positive demonstrating warmth and kindness, and care staff always act as good role models.

Care staff provide an appropriate range of play and learning activities. They work together as a team to plan on a termly basis and are aware of children's individual development. They promote children's learning through some adult led activities and develop the children's play. For instance, younger children attempted to build a tower, so a care staff member helped them and introduced counting as part of their play. They keep development records. However, they do not plan for all children's next steps in learning and development. Care staff take appropriate action when there are children with suspected or identified additional needs. They work with parents and other agencies positively. Care staff offer some opportunities to develop children's independence.

Environment**Adequate**

People who run the setting have satisfactory measures and policies in place to ensure that everyone is generally aware of their responsibilities in relation to the safety and welfare of children. They ensure that the environment is safe, secure, and well maintained indoors. People who run the setting have appropriate risk assessments in place. However, they do not cover all aspects of the setting and do not identify all the possible risks. People who run the setting carry out regular maintenance, safety checks and fire drills which contribute to a safe environment.

People who run the setting ensure the environment has good indoor play space for children to move freely. They ensure the environment meets most of the children's needs and enables most of them to reach their full potential. People who run the setting organise the main playroom appropriately so that it provides a satisfactory range of play opportunities suitable for most of the age ranges cared for. Children can move around the main playroom, accessing toys and resources and using a tabletop or floor area to play safely. They offer additional play space for physical activities via an outdoor area and a large, carpeted room.

People who run the setting ensure that many children can access good quality and a satisfactory variety of age-appropriate furniture, toys and equipment within the main playroom. There are sufficient resources to keep the children's interest with additional resources stored in another room offering further variety.

Leadership and Management

Poor

People who run the setting have a developing vision for the setting. They have a purposeful statement of purpose which reflects nearly all the setting. However, some details were out of date. Since the inspection visit, they have updated some parts of the statement of purpose. They have a range of policies in place except for nappy changing. However, not all policies have been updated and they do not fully reflect the setting. Since the inspection visit, the registered person has confirmed that they have begun to review and update their policies. They collect and keep all the relevant information about the children in their care. They complete accident and medication permission forms but not incident forms or have a record of the administration of medicine. Some improvements have been made post inspection. People who run the setting have a good understanding of their responsibilities to promote the Welsh language. They meet the obligations of the Active Offer of the Welsh language. They engage with Care Inspectorate Wales (CIW) and complete notifications of changes to the setting as well as working positively with CIW to implement improvements to the setting. For example, since the inspection in January 2018 they have implemented regular fire drills including more details to the log. They act promptly on areas for improvement brought to their attention, including those identified at this inspection.

People who run the setting review the quality of care annually. They seek and implement the suggestions of the people using the setting and produce a basic quality of care report. People who run the setting have an appropriate process in place to deal with concerns.

The setting has suitable, experienced, and qualified care staff. However, the registered person does not carry out all suitability check on all persons who work directly with the children in the setting. This is an ongoing non-compliance and therefore we have issued a priority action notice. The provider must take immediate action to address this issue. The performance management process is satisfactory. They have regular staff meetings to discuss ongoing training needs and care staff members attend regular training. Basic appraisals are carried out. However, they do not undertake regular, formal, one-to-one supervisions with all care staff members or keep a record of any one-to-one discussions. People who run the setting record children's actual times of attendance. However, they do not always record when care staff are on breaks or when they are on school runs. Registers of attendance showed that on occasion they exceeded the maximum numbers they are registered to care for, but this was rectified promptly.

People who run the setting ensure that communication and engagement systems with parents are adequate. They provide potential parents with a parent pack, including all important information about the setting. They keep parents informed through daily verbal feedback and the use of social media. Parents commented that they are really happy with the setting, their children are settled and like coming. They said that the care staff are friendly and they can speak to them about any concerns they have.

Recommendations to meet with the National Minimum Standards

R1 – Further develop risk assessments to cover all aspects of the setting and identify all risks.

R2 – Further develop policies to include best practise and fully reflect the setting.

R3 – Record when staff are on breaks or school run and when volunteers are looking after children.

R4 – Further develop the planning to include next steps for children’s learning and development.

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 | Staff suitability checks were incomplete. Ensure all evidence of pre-employment suitability checks are completed and available for inspection. | Not Achieved |
| 29 | There was no evidence of one to one staff supervisions. Ensure that regular supervisions are carried out with all members of staff and these are recorded. | Not 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 |
|------------|---|--------|
| 20 | The provider is not compliant as they do not ensure that children's privacy is respected at all times. Ensure children's privacy and dignity is respected in the setting. | New |

| 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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