



Inspection Report

Enfys Hapus Day Nursery

**187 Cathedral Road
Cardiff
CF11 9PN**



Date Inspection Completed

25/01/2022

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About Enfys Hapus Day Nursery

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| Type of care provided | Children's Day Care Full Day Care |
| Registered Provider | Enfys Hapus Nursery and Day Care Centre Limited |
| Registered places | 55 |
| Language of the service | Both |
| Previous Care Inspectorate Wales inspection | 8 November 2021 |
| Is this a Flying Start service? | No |
| Does this service provide the Welsh Language active offer? | Working Towards. The service is working towards providing an 'Active Offer' of the Welsh language and intends to become a bilingual service or demonstrates a significant effort to promoting the use of the Welsh language and culture. |

Summary

This was a focussed inspection and we did not consider all areas in detail.

Overall, children experience some consistent care to adequately meet their needs. They are developing their play skills and are building their confidence to ask for help. Children are developing positive relationships with staff and their friends.

Practice across the nursery has improved overall and the allergy and allergic reactions policy is being followed. Many staff demonstrated an improved confidence and knowledge of safeguarding. All staff have completed online safeguarding training and there is a plan in place to maintain this in the future.

The premises is secure and spacious. Some areas have been decorated since the last inspection. We noted an improvement in the organisation of resources. The fire escape route in the garden area is clear of obstructions.

Leadership and management of the service has improved. The Responsible Individual (RI) is aware of the requirement to record and report any safeguarding issues. The RI now sends important information to CIW, as required. The RI has ensured all staff have undertaken and refreshed suitable training. The RI is in the process of completing the recommendations from the previous inspection; we did not consider these in detail on this occasion. All Priority Action Notices (PANs) issued in November 2021 have been met and closed. People who run the service are committed to ongoing improvements.

Well-being

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

Children have opportunities to make choices during their time at the nursery. We saw examples of children choosing what they wanted to play with and inviting others to join them. Children experience improved play experiences at the service as a result of better organisation of the toys and resources. Children receive suitable comfort and seek out reassurances from staff. Our focussed observations did not raise significant concerns regarding waiting times for meals to be served, which meant that children's behaviour was good. However, consistency is needed across all rooms at the nursery as this was better managed in the pre-school room.

Care and Development

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

Staff's knowledge of policies and procedures has improved. They follow suitable procedures with regards to checking food for children with severe allergies. We saw one member of staff changing their gloves and apron at meal time before serving food to a child with a known allergy. However, in line with the National Minimum Standards (NMS), this procedure needs to be consistently maintained. Information on children's health has been improved and is more thoroughly recorded and considered.

Staff we spoke with demonstrated an increased confidence in their knowledge and understanding of safeguarding. They were able to give us some examples of signs and symptoms of potential child protection issues and the process they would follow. Staff have recently updated their safeguarding training online. They now use suitable templates to record concerns and pre-existing injuries. However, we were told that no pre-existing injuries have occurred since we last inspected. This will be considered at the next inspection.

Staff in the pre-school room stood out as being particularly kind and caring in their interactions with the children. We saw a member of staff interacting with children in a warm and nurturing way. We did not see outdoor play during the inspection although children were taken on a walk to nearby riding stables. Staff undertake basic risk assessment checklists for each activity offered to ensure that children are not exposed to unnecessary risks. During the inspection, staffing ratios were in line with the NMS.

Environment

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

Some areas of the nursery environment have been re-decorated since the last inspection. The pre-school room has been re-organised and had notably improved. The fire exit in the garden area is free of obstruction.

Leadership and Management

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

Leadership and management of the service is improving. The Responsible Individual (RI) shows improved oversight of the service. This includes monitoring staff practice, competence and training.

The RI has updated the service's statement of purpose since the last inspection. She has updated some policies and procedures, including the Additional Learning Needs policy (ALN).

The RI assured us that there have been no further issues with regards to provision of food for children with allergies. Paperwork we sampled confirmed this and we observed improved practice at meal times.

People who run the service are consistently updating CIW via their online account of significant events that affect children's wellbeing and staff changes.

Staff have an improved knowledge of the nursery's updated safeguarding policy to ensure children are kept safe. People who run the service have prioritised improvements in this area. The positive impact of this was evident from our conversations with staff. Paperwork sampled during the inspection did not raise any cause for concern. Staff we spoke with told us that they take part in safeguarding quizzes and scenario training to improve their knowledge and that safeguarding is a permanent item on team meeting and supervision agendas. Leaders and staff work in line with their safeguarding policy and liaise with the local authority safeguarding team as required.

Nearly all staff have recently completed food allergy awareness and anaphylaxis training courses online. All staff have received formal supervision but not all had received an annual appraisal at the time of the inspection. There is a long term plan in place to ensure these are completed consistently. The RI's role in embedding and maintaining on-going compliance is pivotal, this includes continuing to develop the service.

The five PANs issued at the last inspection in respect of health needs of children, provision of information, arrangements for the protection of children, employment of staff and registered person: general requirements are now closed.

Recommendations to meet with the National Minimum Standards

R1. Ensure consistency in waiting times for children at meals times across the nursery.

R2. Ensure system for allergies is maintained

R3. Ensure all records are embedded in practice in respect of pre-existing injuries

R4. The Responsible Individual must ensure that they continue to have sufficient oversight of the running of the setting and continue to demonstrate ongoing suitability

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 (RI) has failed to notify Care Inspectorate Wales (CIW) of significant events in relation to welfare of children on the premises, and of staff changes. The RI must ensure that she is fully aware of all events to be notified to CIW and must provide notifications within 14 days. | Achieved |
| 9 | The responsible individual (RI) has failed to effectively safeguard and promote the welfare/safety of children, as she has failed to comply with a number of regulations. , The RI must act with sufficient care, competence and skill to promote children's welfare. | Achieved |
| 22 | The responsible individual (RI) has failed to implement their safeguarding and child protection policy. Safeguarding procedures were not followed, the RI did not keep thorough written records or refer a | Achieved |

| | | |
|----|---|----------|
| | safeguarding matter to the relevant authority. The RI must implement arrangements for the protection of children. Care Inspectorate Wales identified areas of concern in relation to safeguarding children, where the nursery policy was not implemented. | |
| 24 | The responsible individual (RI) has failed to promote and protect the health of relevant children. The RI must ensure that the nursery policy in relation to allergies is fully understood and implemented by staff so that children's individual needs are met. | Achieved |
| 29 | The responsible individual (RI) has failed to effectively ensure that all staff have appropriate supervision so they can reflect on their practice. The RI must ensure that all staff working at the nursery are competent to carry out their role and responsibilities | 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 |

Date Published 16/03/2022