



Inspection Report

Enfys Hapus Day Nursery

**187 Cathedral Road
Cardiff
CF11 9PN**



Date Inspection Completed

18/08/2022

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About Enfys Hapus Day Nursery

Type of care provided	Childrens 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	25 January 2022
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.

<u>Well-being</u>	Good
<u>Care and Development</u>	Good
<u>Environment</u>	Adequate
<u>Leadership and Management</u>	Good

For further information on ratings, please see the end of this report

Summary

Children are happy and settled at the setting. They feel safe and secure in the care of staff. Children have good opportunities for play and learning and their development and independence is encouraged through a range of good quality play experiences.

Staff are professional in their roles. They know the children well and they work with parents to cater for children's individual needs. Staff keep children safe and implement well-established routines, policies and procedures. Staff have a good knowledge of safeguarding.

The premises are safe and secure. The main childcare rooms are spacious and airy. There is a wide range of resources available to the children indoors. The outdoor environment requires development, which leaders have recognised and have plans in place for this. Adequate risk assessments are in place.

Leadership and management of the service is good. The current management team have made positive improvements at the nursery. Managers support staff well to keep their skills and knowledge up to date. Formal supervision and appraisals are undertaken regularly.

Children can make choices about how they spend their time at the setting and know they will receive support if they need it. They are encouraged to voice their preferences and know what to expect at the setting. We saw children in the pre-school room voting to choose between a story book or the rhyme box during carpet time. Children are developing good self-esteem across the nursery.

Children are happy and settled at the setting. They are familiar with routines, are confident in exploring their environments independently and know where to access resources they enjoy playing with. They form good relationships with their friends in line with their age and stage of development. They form positive bonds with staff who care for them. We saw children patiently waiting to go on a nature walk to a nearby park, asking staff questions about what they would see on their walk.

Children enjoy their play and learning. We saw younger children smiling while pushing their prams and dolls. They benefit from a variety of age appropriate play and learning resources in each room. They are interested in their play. Some show curiosity and the ability to play alone for periods suitable to their age and stage of development. Children have opportunities to engage in adult led activities as well as independently.

Children have a voice at the setting. We saw staff talking to a child about animal sounds as they know he likes animals. Examples of children's artwork and photographs of them in their play are displayed around the setting. This gives children a sense of pride and belonging.

Children develop a range of skills through their play. They have opportunities to become independent in their play. However, there were limited opportunities for them to develop their independence at mealtimes. Children readily help tidy away at the end of a play session.

Care and Development

Good

Staff have a good understanding of their roles and responsibilities to keep children safe and healthy. They receive safeguarding training and implement the setting's safeguarding policy and procedure well. Staff we spoke with were confident when discussing safeguarding and the referral process. Leaders told us that they regularly conduct scenario quizzes with regards to safeguarding, to ensure staff knowledge is kept up to date. Mealtime menus are healthy and we saw children enjoying their meals. Information relating to children's allergies and medical conditions, along with health care plans is accessible to staff at all times. There are good systems in place for serving food to children with allergies and intolerances. Staff double check specific coloured plates to ensure the meal corresponds with what is written on an individual child's allergy form. This form is then signed by the cook, a member of management and the member of staff serving the food to the child. Staff record accident, incidents and injuries at home forms, which are signed and dated by parents.

Staff work well together to support and promote children's social behaviour. They are positive role models for children, treating each other and children with respect and kindness. We heard staff reminding children of good manners with 'please' and 'thank you' encouraged when meals are served. Staff care for children in a kind and nurturing way and children are content in their care. We heard a member of staff explaining to a child about changing their nappy and singing to the child while changing the nappy.

Staff are friendly, responsive, and attentive to the children's learning and development. Staff are supportive, nurturing and engage positively with children to support their play and development. Staff plan a variety of activities along with adult led focussed tasks. We heard some incidental Welsh songs and phrases modelled by staff, with children copying.

Environment

Adequate

Leaders ensure the environment is safe and secure and all visitors sign in and out of the building. Insurance certificates are up to date, as well as routine safety checks for the building and appliances, such as an annual gas safety check and fire safety equipment. Risk assessments are in place to alleviate risks to children, staff and visitor's safety. Fire drills are carried out regularly to ensure that staff and children are familiar with the emergency evacuation process. Registers record the times children and staff arrive and leave the premises. People who run the service monitor signing in and out of the building and ensure staff ratios are maintained or exceeded at all times.

The environment is welcoming and organised. All base rooms are equipped with age appropriate, good quality toys and resources. Indoors, we saw children access a number of resources of their choice such as dolls, prams, building blocks, dinosaurs and reading books. Children's photographs and artwork are displayed which gives them a sense of pride and belonging. Children in the pre-school room benefit from direct access to a small play area outdoors. However, there is a large garden area on the ground floor of the nursery which requires development. Leaders recognise this and have plans for the development of the area. Children are given opportunities to explore the area around them with recent trips to Cardiff Castle, a local strawberry picking farm and going to the green grocers to buy fruit and veg for their meals and paying for them. Children eat the food purchased and picked for their meals on return to the nursery. Children's toilets are accessible and clean.

Resources are stored on units suitable for the age and stage of development of the children in each room. For example, in the toddler room, there were resources placed on the floor for the children to easily access, and in the pre-school room, resources were stored on shelves for children to access independently. The nursery has suitable furniture such as child sized tables, chairs and sleeping equipment.

Leadership and Management

Good

Leadership and management of the service is good. People who run the nursery are skilled and experienced and overall, manage the service to a good standard. The responsible individual (RI) always informs Care Inspectorate Wales (CIW) of events set out in the regulations providing relevant information at the correct times. The current person in charge (pic) is strong, has a clear vision of how she wishes to further develop the nursery and leads the staff team very well. The statement of purpose provides parents with information about the service so they can make an informed decision about its suitability for their child. There are appropriate policies and procedures in place which are reviewed and updated regularly and staff implement these appropriately.

Managers employ an appropriate number of suitably qualified and experienced staff to care for the children. All relevant checks are made to ensure staff are suitable to work with children. There is a clear system in place to ensure that staff's Disclosure and Barring Service checks (DBS) are up to date. There is a system in place to keep track of mandatory training. Staff receive regular supervisions and appraisals which allows staff and management to discuss concerns, safeguarding and training opportunities. Staff told us they value these opportunities to meet regularly with management. They also told us that the PIC and RI are supportive.

The self-evaluation process is reflective and identifies areas of strengths as well as areas of improvements, by considering the views of staff, parents, and children. The quality of care report is completed annually. The setting has established trust and good communication links with parents. Parents we spoke with told us that staff are approachable, and they are happy with the service that is provided to their families. They also told us that they value staff's feedback on their children's development.

Recommendations to meet with the National Minimum Standards

R1. Ensure children are given opportunities to be independent at mealtimes, relevant to their ages and stages of development.

R2. Continue improvements to the indoors and outdoors.

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
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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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