



Inspection Report

Cylch Meithrin Drefach Felindre

**Neuadd Y Ddraig Goch
Drefach Felindre
Llandysul
SA44 5UG**

Mae'r adroddiad hwn hefyd ar gael yn Gymraeg

This report is also available in Welsh



Date Inspection Completed

08/06/2023

About Cylch Meithrin Drefach Felindre

Type of care provided	Children's Day Care Sessional Day Care
Registered Provider	Pwyllgor Cylch Meithrin Drefach Felindre
Registered places	14
Language of the service	Welsh
Previous Care Inspectorate Wales inspection	October 2022
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	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.

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Summary

This was a focused inspection, and, on this occasion, we only considered well-being, care and development and leadership and management.

Children feel happy and settled at the setting and they have a strong voice. Interactions between children and staff are good. Children enjoy their time at the setting and children's independence skills are developing well.

Staff follow policies and procedures in relation to health, safety and wellbeing of children. However, not all staff know the child protection procedures if there was a concern. Staff show positive and warm interactions with children.

Leadership and management of the setting is effective. The registered individual has ensured that they notify Care Inspectorate Wales (CIW) of changes. Staff supervisions and annual appraisals are ongoing since the last inspection. People who run the setting ensure staff recruitment checks are now in place. Partnerships with parents are good.

Well-being

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

Children feel happy and settled at the setting. Most children arrive happy and engage in toys and areas of interest to them. A few children that arrived went to staff for comfort and cuddles and settled well. Children's feelings and needs are respected by staff. They are free to bring comfort toys and blankets to the setting. Children feel a sense of belonging. They move freely from one activity to another accessing toys and resources in all areas of play and learning.

Children have a strong voice. They confidently tell staff when they want more snacks and drink, and express that they want to play with the bikes outdoors. Children express their views well. They express their preferences during circle time by choosing a song they would like to sing. Children are listened to. They are respected to move away from the snack area once they have finished eating; and those who want to have a chat with friends during circle time were also respected to do so.

Interactions between children and staff are good. Children go to staff for spontaneous cuddles and approach them when they want support to meet their personal needs. Children interact well. They show affection towards each other and get very excited to see their friends arrive and offer them cuddles. Children feel a sense of achievement when they play. They smile when praised for answering questions on days of the week and the weather during circle time. Children listen well and display positive behaviours. They listen to staff who tell them to be careful outdoors and respond positively when staff encourage them to share toys and resources, such as the digital camera. Children are very sensitive to each other's needs. They helped others during snack time, pouring milk for their friends.

Children enjoy their time at the setting. They show enthusiasm in their activities, such as, singing Welsh songs on 'days of the week' and 'Mi Welais Jac y Do.' Children concentrate for a suitable amount of time according to their ages and stages of development. They listened to a story about an elephant and named the animals in the story. Children are excited about their play opportunities. They played with the dinosaurs and laughed when they went to the adults to frighten them. Children enjoy role play activities. They brushed the doll's hair and laughed as they placed sunglasses on the teddy. During outdoor play, children thoroughly enjoyed chasing bubbles, racing cars and playing with the water tray.

Children's independence skills are developing well. They are fully aware of their daily routines in relation to hand washing, tidying, snack times and outdoor play. The daily 'helpwr y dydd' has the responsibility of giving cups and plates to children at snack times. Children pour their own milk and buttered crackers independently. Children develop good language, physical and creative skills through play.

Care and Development

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

All staff follow policies and procedures in relation to health, safety and wellbeing of children. They follow good hygiene practices and good supervision of children. Most staff have a good knowledge and understanding of the safeguarding procedures. However, not every staff member was sure of the procedures if there was a potential child protection concern.

Staff show positive interactions with children during play and learning activities. They engage in children's interests with enthusiasm. Staff encourage and manage children's behaviours in a positive manner. They promote the sharing of bikes, cars and the digital cameras. Staff are caring and sensitive towards the children as they arrive at the setting, as they know them very well. However, at busy times, such as prior to snack time and during toileting time, staff organisation had an impact on children's engagement and therefore staff were not deployed in a way to distract, engage and entertain the children during these less structured periods.

Staff are good role models. As well as encouraging good behaviour, they model counting in Welsh and reciting the days of the week and weather in Welsh. Staff encourage children to show and express their feelings. They ask children how they feel and discuss their feelings sensitively. Staff ensure children enjoy their time at the setting and have plenty of activities and resources to develop their social, physical, language, creative and mathematical skills indoors and outdoors.

Leadership and Management

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

Leadership and management of the setting is effective. The registered individual has made significant improvements since the last inspection of the setting and therefore most of the non-compliances from the last inspection have been met.

The registered individual has ensured that they notify Care Inspectorate Wales (CIW) of changes. They have informed CIW about the setting's significant changes in relation to setting's closures, staffing and changes to the statement of purpose. Additionally, the Self-assessment Service Statement has been completed this year.

Staff supervisions and annual appraisals are ongoing since the last inspection. During the inspection, there was evidence of a detailed induction process for a new member of staff at the setting. The registered individual ensures that that a progress report is created for the setting and staff. However, there are no individual supervisions for staff, and staff informed us that they do not have regular one to one supervisions, therefore the area for improvement is ongoing and will be looked at during the next inspection of the setting.

People who run the setting ensure staff recruitment checks are in place. During the course of the inspection, all staff files have met regulatory requirements and all staff have current and active Disclosure and Barring Service (DBS) checks. The responsible individual has a DBS which is current and active. There has been significant progress in the procedures and understanding of child protection and safeguarding. The responsible individual and person in charge have a good understanding of the procedures to be followed if there was a potential child protection concern or an allegation made against them. The Priority Action Notice from the previous inspection has now been met.

Partnerships are good. Parents and carers are very happy with the running of the setting. They feel that their children are very happy at the setting, and children make good progress in Welsh. Parents and carers feel that the staff are very supportive and approachable. People who run the setting have good partnerships and relationships with organisations who support them.

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
20	The Responsible Individual has not ensured all staff have valid enhanced Disclosure and Barring (DBS) checks, has not ensured staff have an adequate understanding of safeguarding children, has not ensured staff have up to date training and has not ensured she completes staff suitability checks before staff start working at the service. In order to fully safeguard children, the Responsible Individual must ensure that all staff have valid enhanced DBS checks, ensure all suitability checks are in place and all staff have an adequate understanding of safeguarding children.	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
29	The Responsible Individual does not ensure that regular supervisions and appraisals are conducted. The person in charge (PiC) had her first recorded supervision in her role in September 2022, after being notified of the joint inspection. The quality of the supervision meeting is not effective - they did not discuss mandatory training. Staff understanding of safeguarding was a recommendation made at the last inspection in 2019. However, the last Child Protection training the PiC had completed was in 2016. She has been in post as PiC since September 2020 (previously the deputy). There was no mention of safeguarding training in record of supervisions meeting. No recorded supervisions or appraisals for other staff. Mandatory training is also not prioritised. The Responsible Individual must ensure that supervisions, appraisals and mandatory training are effectively completed.	Reviewed
31	The Responsible Individual has not notified CIW of staff and committee changes. The Responsible Individual must notify CIW of any significant events listed in the regulations.	Achieved
6	The Responsible Individual's Disclosure and Barring certificate is not current	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 20 - Child protection	Ensure all staff have knowledge and understanding of safeguarding / child protection procedures

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)
To organise the responsibilities of the staff suitably in order to distract, engage and entertain children successfully.

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