



Inspection Report

Little Inspirations - Flying Start Penywaun

**Flying Start Centre
Coed Glas
Aberdare
CF44 9DR**



Date Inspection Completed

06/03/2023

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About Little Inspirations - Flying Start Penywaun

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Little Inspirations Ltd
Registered places	30
Language of the service	English
Previous Care Inspectorate Wales inspection	23 July 2019
Is this a Flying Start service?	Click or tap here to enter text. Yes
Does this service provide the Welsh Language active offer?	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.

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

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

Summary

Children are very happy and really enjoy their time at the setting. They have extremely good opportunities to make choices about their play and learning within a very nurturing setting. Children interact well and form close bonds with their peers and staff. They have many opportunities to develop skills for independence. They learn through an extensive range of high quality experiences and play.

Staff are professional, very well qualified and work effectively together as part of a team. Staff put children at the forefront of their role. They have a very good understanding of how to keep children safe and healthy and follow procedures robustly. They plan an excellent variety of interesting and fun activities, to support children's development. Staff keep good records of children's progress.

The environment is clean, extremely welcoming, and well organised, with best use made of the space available. The outside area is an interesting, stimulating and a safe area. There is an excellent selection of well-maintained and good quality resources both inside and outside. Staff follow procedures to ensure the environment is safe and suitable, completing risk assessments and daily checks consistently.

The leadership and management of the setting is strong. Leaders are passionate and committed to providing high quality childcare. They have extremely thorough processes in place to ensure that staff are fully involved in working together to provide excellent care for the children. There is a clear culture of continuous improvement and building strong partnerships with parents and others for the benefit of the children.

Well-being**Excellent**

Children have a strong voice and have many opportunities to make choices regarding their day. They can make decisions such as where they play and when they want to eat their snack. Children decide what they would like to play with from the excellent range of developmentally appropriate and stimulating resources, enabling them to follow their own interests with confidence. Children are confident to approach staff if they need anything, knowing they will be listened to.

Children are happy, relaxed, and confident. They develop strong attachments with staff and peers. They are comfortable to approach familiar people when they need help, reassurance, or a cuddle. Children feel secure by knowing the daily routines and confidently respond to directions from staff. They happily engage in tidying up and are clearly confident in the rolling snack routine. Children are content to play alone, and happy for other children and staff to join in games. Children seek out staff members for comfort or to celebrate success and bonds of trust are evident.

Children are learning to behave very well. They naturally use good manners, respect each other and share. Children enjoy 'potting plants' at the tuff tray, sharing the clay and taking turns to be helped by a staff member. Children sit together at snack time, chatting to each other and staff, listening to others talking about subjects that are important to them. For example, what they were going to do on the weekend or their favourite food. On the rare occasion it is required, children respond positively to instruction such as to slow down or to use kind hands.

Children have excellent opportunities to develop new skills with the play and learning experiences available. The children are curious and engaged learners who value the chance to explore the environment. The emphasis is on free play but there are also structured, adult led activities, which children participate in and enjoy. Nearly all children are fully engaged in their chosen play throughout the nursery. For example, serving their peers in the 'garden centre'. Children really enjoy physical activities and enthusiastically join in with Yoga, one child confidently standing in front and taking the lead. They need little encouragement to engage in activities such as building towers out of blocks, learning to balance them in a way to be steadier and laughing as they fell. Children love the opportunity to play outside, and many laugh as they chase their friends, while others do the washing in the 'laundrette', pegging out the washing on the line.

Children are developing very well and have many opportunities to do things independently. They are given time to do things for themselves such as learning their 'trick' to put on their own coats. They are supported to serve themselves food, pouring drinks and feed themselves at snack time. Children are learning to putt on their aprons for messy play and dressing themselves after using the bathroom. They are confident to play independently and are starting to learn to sit and engage in story time and singing. Children are

developing their speech and language well and are beginning to understand basic words and phrases in the Welsh language.

Care and Development

Excellent

Staff have an in depth and clear understanding of their roles within the setting. They are effective in keeping children safe and healthy because they confidently follow the setting's policies and procedures. Staff are very confident about their responsibilities in relation to referring child protection concerns in line with their robust child protection and safeguarding procedures. They ensure that there are up to date and detailed health-care plans in place for children, where necessary. Staff are aware of the updated Wales Safeguarding Procedures and the revised Additional Learning Needs legislation. They supervise children very well and effectively implement safe hygiene procedures. They provide healthy snacks with free access to drinking water throughout the day. Staff made snack time interesting, exploring the types of food, nutritional benefits and encouraging the children to try the different food. Staff support children to be physically active and this includes a regular session of Yoga, which staff and children joined in enthusiastically. Staff complete regular fire drills with the children. Accidents and incidents are recorded clearly and are monitored regularly to identify any trends, which need to be addressed.

Staff manage interactions extremely well. They have a sound understanding of child development, and its impact on children's behaviour. There is a useful behaviour management policy in place which staff implement well. They apply consistent and positive behaviour management strategies in a calm and patient manner. They offer simple, clear explanations, and encourage kind behaviour such as 'kind hands' and 'walking feet'. Staff are nurturing and act as good role models. For example, using good manners, apologising if anything negative occurs and listening to other staff. They encourage children to be kind to each other, to help tidy up, and they sit with them for their snacks to promote their social skills.

Staff are motivated, qualified, and keen to effectively promote children's development. They know the children's individual needs very well. They monitor children's progress effectively, carrying out regular observations and using developmental progress tracking systems well. They communicate with each other consistently and are aware of their individual roles in delivering nurturing, responsive care. Staff attend to children's personal needs promptly and discretely. They treat children with respect and value them as individuals. They plan a very good range of interesting activities and are transitioning to meeting the expectations of the New Curriculum for Wales. Staff have undertaken a many training courses, which allows them to support the children confidently. They deal with children's interactions sensitively and with exceptional skill. Staff kneel to the children's level and use calm voices to guide them. Staff regularly use the Welsh language during activities and children engage well with this.

Environment**Excellent**

People who run the setting provide a safe, well-maintained, and very welcoming environment. They have detailed risk assessments for all areas of the environment and many activities, and these are reviewed on a regular basis. They ensure that the building is maintained to a safe standard. There is a secure system for entry to the setting and staff ensure that all visitors are signed into the service. There are numerous health and safety reminders around the setting, such as posters outlining fire evacuation and handwashing.

People who run the setting have organised the space to a very high standard and with children's needs at the forefront of the ideas. Areas are light and decorated in neutral colours with many natural materials, providing a calm ambiance. They provide inviting, well-equipped play areas and sleep facilities are set up in a designated area for children who want to sleep. Occasionally, children under two years attend and a specific area is designated for these children. They have good nappy changing and toileting facilities and staff set up an area for rolling snack time, ensuring very good facilities. Staff ensure that play areas are welcoming and homely, set up to reflect the real world, such as a large home area and a 'garden centre'. They set up the environment so that children have the option to play inside or outdoors for most of the session. The outside area has numerous, well thought out areas for children to play imaginatively and develop their physical skills. Walls are adorned with mirrors and objects to stimulate children's thinking and develop their fine motor skills. Staff adapt the playhouses to make interesting areas such as a laundrette.

People who run the setting ensure that there are plenty of excellent resources to stimulate the children's interest and imagination. Play resources are varied and highly suitable for the age of the children who have access to them. Staff rearrange areas regularly to maintain children's interest and extend their skills. There is an extensive range of good quality, real life resources, such as pots and pans and crockery. It is a very rich environment for play and learning. Staff store resources so that they are easily accessible to children, as they are visible and stored at their level. People who run the setting invest time and finances in furniture, toys, and equipment. This ensures that children can always access developmentally appropriate resources that promote their curiosity.

Leadership and Management

Excellent

People who run the setting are skilled, experienced and manage the service very well. There is a clear and inspirational vision for the service outlined in the Statement of Purpose. There is a strong ethos of child-centred care, and this is evident when you speak to management and staff. People who run the setting are very aware of national priorities and developments in childcare. There are detailed policies and procedures in place that are reviewed and updated as and when required. They give staff the opportunity to familiarise themselves with policies on a regular basis and ensure that parents are kept informed of any changes. Daily records, including attendance, accidents and incidents are maintained well.

People who run the setting have a robust system in place to review the quality of the service they offer. All relevant parties contribute to an effective self-evaluation process and create a culture of continuous improvement. They produce a comprehensive report of their quality of care review, including their plans for future improvements. They fully respond to parent, staff, and children's requests. People who run the setting set high expectations of themselves and staff. They provide information to CIW appropriately, for example, online notifications and the Self-Assessment of Service Statement (SASS).

People who run the setting have effective systems in place to recruit, induct and employ staff. Staff files have all the required checks and information required by regulations and is sought prior to staff being employed at the setting. Daily records such as attendance records and staff rotas show that enough staff are employed for the numbers of children attending. Staff take responsibility for specific areas such as health and safety, providing them with opportunities to further their development. Nearly all staff have childcare and first aid qualifications. There is a strong culture of continuous development, as the leaders and staff are proactive in identifying any training opportunities that extends their knowledge of childcare. Leaders monitor professional development and progress through one to one supervision sessions and annual appraisals. The staff have a sense of pride in their role. They told us that they enjoy working at the setting and feel supported.

People who run the setting have established systems to enable them to work in close partnerships with parents. They seek detailed information about their children's needs and preferences. They keep parents informed via newsletters, emails, notices on display in the hallway and by regularly updating them through an electronic 'app'. Parents tell CIW that they are very happy with how the setting communicates with them and keeps them updated regarding their child. People who run the setting have established useful links with a wide variety of external organisations and individuals such as the local authority and childcare support organisations. They use these links to seek good support for children in their setting, for example speech and language specialists. They use contacts with organisations such as the Community Police, who visit to give children an insight into people who help them. Staff have developed very good relationships with the local school which supports

children during their transition. They proactively engage with consultations regarding childcare matters, providing an insight from the perspective of a childcare provider. They are an education provider and provide places for the Flying Start scheme.

Recommendations to meet with the National Minimum Standards

None.

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
28	Ensure all staff have relevant DBS' and the required 2 references. One apprentice had a DBS for another organisation and no references. 2 other staff had one reference each.	Achieved

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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