



## Inspection Report

**Selca Day Nursery**

**The Old Gospel Hall  
Rose Terrace  
Llanharan  
Pontyclun  
CF72 9RH**

**Mae'r adroddiad hwn hefyd ar gael yn Gymraeg**

**This report is also available in Welsh**



**Date Inspection Completed**

10/12/2021

**Welsh Government © Crown copyright 2022.**

*You may use and re-use the information featured in this publication (not including logos) free of charge in any format or medium, under the terms of the Open Government License. You can view the Open Government License, on the National Archives website or you can write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)*  
*You must reproduce our material accurately and not use it in a misleading context.*

## About Selca Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Selca Ltd
Registered places	32
Language of the service	English
Previous Care Inspectorate Wales inspection	5 July 2021
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	No. This is a service that does not provide an 'Active Offer' of the Welsh language. It does not anticipate, identify or meet the Welsh language needs of people /children who use, or intend to use their service.

## **Summary**

This was a focused inspection and on this occasion we did not consider each theme in detail.

Children are confident, happy and enjoy their time at Selca Day Nursery. They have opportunities to make choices, enjoy a range of interesting play opportunities and express enthusiasm and enjoyment in their activities. They feel settled and safe, forming strong bonds of affection with care staff.

People who run the setting work consistently and have good systems in place. They have valuable supervisions and appraisals, to develop and support staff. However, they need to ensure that care staff consistently implement the settings policies. People who run the setting engage with Care Inspectorate Wales (CIW) and ensure nearly all of the required records and information is in place. However, they need to ensure that they keep CIW informed of staff changes.

## Well-being

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

Children have opportunities to make choices about their play and learning. They have freedom to explore their playroom and choose which toys they want to play with. Most children speak or express themselves confidently, communicating their needs in a variety of ways and know that staff will listen and respond appropriately. For example, we heard children choosing which dessert they would like at lunchtime and expressing their views and opinions clearly.

Children are happy, express enthusiasm and enjoy their time at the setting. Children have a strong sense of belonging. They know the routines well, even with the added cleaning and hygiene practices linked to Covid-19. We saw a care staff member who had arrived for her shift during the lunch hour, being greeted warmly by name by one child and she greeted the child back in the same way. Children cope well with separation as they have good bonds of affection with the staff in their care room and seek out familiar people who they know will help them.

Children have consistently good interactions between each other and the care staff. They have strong bonds with the care staff, showing delight whilst playing with them and happily chatting to them. Children are beginning to learn about sharing and taking turns and we saw children pass toys between one another. They are keen to share their enthusiasm with the people around them. We saw children approach care staff for comfort, immediately feeling relaxed and happy.

Children enjoy playing and are curious and excited learners. We saw children in the over two year old's section animatedly playing with small world toys. Some babies were engaged cooking Christmas cookies; to eat, in the main playroom, whilst other babies in the baby room chose to look at books and play with interactive toys. Children were engaged and interested in their play and happy to share their excitement with care staff. They enjoy a good range of interesting opportunities and can choose to relax and have quiet times.

In the main, children enjoy a good range of interesting opportunities, participating and concentrating on self-chosen activities and in staff led tasks very well, and for appropriate periods. For example, we observed children enjoying whilst playing with their peers and staff with construction toys. We saw other children enjoying imaginative play with small world animals.

## Care and Development

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

Care staff understand, and in the main, consistently implement policies and procedures to promote healthy lifestyles and personal safety. They follow and implement the protective measures guidance, policies and risk assessments, regularly cleaning hot spots in the nursery. They follow cleaning routines and hand washing practices thoroughly and frequently, encouraging children or supporting them to do the same. However, not all staff follow the nappy changing policy fully. For instance, one staff member did not wash their hands before nappy changing and did not change the blue disposable paper roll between changing two children. Staff are aware of children's individual needs and have training to ensure they have appropriate understanding of the age of the children they are caring for. Care staff have a good understanding of what to do if they had any concerns about a child, or if there was a safeguarding issue.

## Environment

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

Since the last inspection, the service has made positive improvements to the environment. Children have plenty of room to explore a range of different areas within the main playroom and babies have their own base room. People who run the service organise the environment well to ensure children are able to utilise it fully. Children can independently access a wide range of age/developmentally appropriate toys, resources and equipment.

## Leadership and Management

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

People who run the setting work effectively. They have good systems in place to review and update their records and since the last inspection have ensured that they date their policies for review purposes. They ensure that care staff largely implement them in practice.

However, not all care staff fully follow the setting's policies. For example, risk assessments do not include all of the required information as mentioned in the risk assessment policy.

People who run the setting, respond positively to suggestions on how to improve the service. For instance, the service has implemented all of the recommendations from their last inspection. They engage with Care Inspectorate Wales (CIW). However, on the day of the inspection visit, the people who run the setting had not informed CIW of changes to staffing. Since the inspection, the service provider has notified CIW of staff changes.

People who run the setting keep well organised records of pre-employment checks, training and of staff knowledge and understanding. However, one staff file only contained one reference. Since the inspection visit, the people who run the setting have confirmed that all staff files contain all of the required information. People who run the setting carry out beneficial supervisions and appraisals. They use information from observations and a comprehensive pro-forma to focus on individual staff strengths and weaknesses, training and development and give opportunities for care staff to raise any concerns. Care staff explained that they are aware of their roles and responsibilities, they feel well supported by management and other staff members. People who run the setting ensure that they deploy care staff well to ensure they meet staffing ratios and children's needs are met.



## **Recommendations to meet with the National Minimum Standards**

R1 – Ensure care staff follow the setting's policies and procedures.

### Summary of Non-Compliance

Status	What each means
<b>New</b>	This non-compliance was identified at this inspection.
<b>Reviewed</b>	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.
<b>Not Achieved</b>	Compliance was tested at this inspection and was not achieved.
<b>Achieved</b>	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
N/A	No non-compliance of this type was identified at this	N/A

	inspection	
--	------------	--

**Date Published** 28/02/2022