



Inspection Report

NPT Swansea Community Short Breaks

**Shaw Trust Building
D'arcy Business Park
Llandarcy
Neath
SA10 6EJ**



Date Inspection Completed

17/04/2023

About NPT Swansea Community Short Breaks

Type of care provided	Children's Day Care Out of School Care
Registered Provider	Action for Children
Registered places	12
Language of the service	English
Previous Care Inspectorate Wales inspection	Post registration inspection
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	This service is working towards providing an 'Active Offer' of the Welsh language and demonstrates a significant effort to promoting the use of the Welsh language and culture.

Welsh Government © Crown copyright 2023.

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
You must reproduce our material accurately and not use it in a misleading context.

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

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

Summary

Children thoroughly enjoy their time at the setting because they have a strong voice. They consistently make choices about what they want to do and how they want to spend their time. They are forming positive relationships with their friends and staff, and they show excitement and enthusiasm.

Staff provide a warm and nurturing child-centred setting. They have a good understanding of children's individual needs and their development, and they plan effectively. Staff promote positive outcomes for children through their current knowledge and skills and their nurturing and caring attitudes.

Staff care for children in an environment which is spacious, clean and secure. The play areas are welcoming and friendly and accessible to all the children. There is a good amount of space and facilities to meet the needs of the children and staff identify any unnecessary risks to children and eliminate them as much as possible.

People who run the setting have an excellent vision and sense of purpose which sustains improvements and promotes successful outcomes for children. They comply with all regulations and exceed the national minimum standards. People who run the setting value staff and provide effective and regular support, ensuring they receive excellent developmental opportunities and supervision. People who run the setting have excellent partnerships with parents and other agencies who speak very highly of the setting and staff.

Well-being

Good

Children have a strong voice. They are able to choose how they spend their time at the setting and are confident to make their own decisions. Children are involved in the planning of themes and topics for activities, and they choose what food they want to eat. Children direct their own play and are confident expressing themselves around staff, they know they will be listened to because their preferences and needs are respected. For example, when children chose their preferred meals confidently using a picture exchange communication programme, staff confirmed their choices through the use of alternative pictures.

Children settle well into the setting because the routines are familiar to them, and they know what to expect. They feel safe, happy and valued. Children arrive happily at the setting, and some greet staff and each other. Children have good relationships with staff. They are confident asking staff when they want something, as staff respond to their non-verbal cues immediately. Children feel a good sense of belonging as they went from one activity to another with ease and confidence. Children develop self-confidence well and respond positively when staff praise them.

Children from a within a wide age group use the service and interact positively. They are learning to greet each other when they arrive and acknowledge when another friend chooses to join in an activity with them. They take advantage of group interactions. For example, some children were excited to see what their friends had chosen when planning activities for the term.

Children are motivated and engaged in their play for extended periods of time because they have good quality play experiences available to them that meet their needs. They particularly enjoy spending time outdoors playing on the various pieces of equipment as well as with the bubbles. Children spend a lot of time in the sensory area and on the soft play equipment.

Children have good opportunities to develop, learn and become independent. They enjoy having roles in the setting which staff support and enable them to have. For example, when a child wanted to help put resources away, staff allowed them the responsibility of having the key to lock the shed when the equipment was put away. The child was proud to have this role and did not stop smiling.

Care and Development

Good

Staff are experienced and well qualified, they care for children effectively by meeting their individual needs. Staff fully understand and consistently implement policies and procedures to keep children safe and promote healthy lifestyles. They have current training in child protection and first aid and staff follow all infection, prevention and control procedures. They confidently discuss safeguarding scenarios and assure us that they contact relevant agencies when they believe children have been or are at risk of harm. Staff keep relevant developmental and personal records relating to children and log accidents, incidents and medication administered, which they then share with the relevant parent/carer.

Staff are warm, friendly and are positive role models to the children. They respect the children's individual methods of communication and support them to ensure they are able to express themselves. Staff have relevant understanding and knowledge of child development, and its impact on children's behaviour. They understand the behaviour policy and implement positive behaviour management strategies, so children know what the expectations are. Staff use praise to reinforce good behaviour, sharing words of support and encouragement with children for example, "*Well done*" and "*Thank you for helping*". They use distraction techniques for unwanted behaviour, intervening appropriately and calmly when there is conflict. Some interactions are conflicting and may potentially confuse children, for example different staff members gave children different instructions. However, staff immediately recognised this and implemented new systems to prevent it from happening again.

Staff are confident adapting to children's individual needs to ensure children have opportunities appropriate to their needs and stage of development. They contribute ideas for activity planning that meet children's individual needs because they know the children well and can focus on developing and progressing each child's own range of skills. We saw staff observing children's skills and ability and developing their individual understanding of ideas and concepts through appropriate questioning. For example, they discussed different ways of using a piece of equipment to make it spin faster and slower. Staff enable children to access activities and play which provides sensory opportunities to express their feelings and emotions. Staff support children to develop their independence and personal care skills and records show outcomes are broken down into achievable stages which highlight children's strengths. Staff review personal plans in line with regulations and they are completed in consultation with parents, children, and external professionals.

Environment

Good

The environment is very secure and is well maintained both indoors and outdoors. Thorough safety measures ensure access to and from the setting is secure and no one can enter or exit without a member of staff admitting them into the building. People who run the setting ensure there are thorough cleaning routines to maintain good hygiene practices and infection control methods. Daily checklists are used to identify any hazards within the premises, and we saw records of risk assessments for all parts of the building used by children. However, there are some nettles in the adjoining field which need to be frequently maintained. People who run the setting carry out regular fire drills and they record them accurately. They supervise children well and records show the ratios are always met. People who run the setting record accidents and incidents appropriately and ensure rigorous health and safety procedures to keep children safe and well.

The premises are warm and friendly; providing an inviting environment for children to play and learn. It is spacious and staff ensure activities and resources are accessible before the children arrive. The various sections within the main playrooms benefit from large windows and a lot of natural lighting. There is a suitable kitchen area which children use when preparing their own food with the support of staff. There are sufficient toilet facilities for the use of all children, and these are of a good standard and suitable for children attending the setting. Children can explore the different play areas freely. They also have access to the outdoor environment which provides further opportunities for them to learn and play whilst promoting their wellbeing.

People who run the setting organise the environment well. For example, we saw developmentally appropriate equipment and the children have access to a variety of resources, which staff store at a suitable level so that the children can access them independently. People who run the setting ensure all children can access good quality and a broad variety of appropriate resources and equipment to develop their interests and learning. For example, these include books, games, jigsaws, fidget toys, sensory resources and musical instruments. There is also a quiet seating area, a sensory room and opportunities for craft activities. The outdoor environment is well equipped providing a good range of opportunities for children to develop their skills. Children have access to a mud kitchen, climbing equipment, scooters, large construction blocks and various resources to make bubbles.

Leadership and Management

Excellent

People who run the setting fully comply with regulations and exceed the National Minimum Standards. They have an up-to-date statement of purpose which reflects the service they provide. People who run the setting share their aims and vision with children, staff, parents and carers as well as other professionals. They successfully embed their policies and procedures in the running of the setting, and consistently review and share them with staff and parents. People who run the setting ensure they manage staff extremely well and deploy them effectively, so that staffing ratios and children's needs are fully met.

The quality-of-care review is purposeful and is an exceptional tool for creating an action plan for the year ahead. People who run the setting consider the views of parents, staff and children. They welcome ideas on how to make improvements, responding instantly if changes are needed within the setting to ensure children's safety.

People who run the setting follow thorough recruitment processes to safeguard children. They ensure all staff have up to date suitability checks, provide a thorough induction procedure for new staff and promote ongoing training for professional development of all staff. Performance management is excellent, and staff receive regular one-to-one supervision and annual appraisals, encouraging them to think about the quality of their work and consistency in their practice. They also identify training development for all staff who are well qualified, and have up to date mandatory training, such as first aid and safeguarding. Staff told us they feel well supported in their role and enjoy being part of the team.

The setting has systems which establish trust and clear communication with parents and other agencies. For example, children's development and preferences are discussed with parents as needed and at the end of a session when they are picked up. Parents are provided with relevant information to make an informed choice about the care of their child. People who run the setting ensure that partnership working with parents is very effective. Children's files contain information to ensure the most appropriate care for them, including parents' contracts and permissions. People who run the setting ensure that strong effective partnerships prioritise children's needs and that focused individual care is provided.

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
------------	---------	--------

N/A	No non-compliance of this type was identified at this inspection	N/A
-----	--	-----

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 9 - Behaviour	Ensure staff are consistent in managing behaviour so that children know what is expected of them.

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)
Ensure the nettles are frequently maintained to prevent them from growing into the outdoor environment and posing a risk to children.

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.

Date Published 27/06/2023