



Inspection Report

Cylch Meithrin Cwmbran

**The Powerstation
Blenheim Road St. Dials
Cwmbran
NP44 4SY**

Mae'r adroddiad hwn hefyd ar gael yn Gymraeg

This report is also available in Welsh



Date Inspection Completed

17/04/2023

About Cylch Meithrin Cwmbran

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Cylch Meithrin Cwmbran
Registered places	13
Language of the service	Welsh
Previous Care Inspectorate Wales inspection	
Is this a Flying Start service?	
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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<u>Well-being</u>	Adequate
<u>Care and Development</u>	Adequate
<u>Environment</u>	Adequate
<u>Leadership and Management</u>	Poor

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

Summary

Children are happy and settled. They have opportunities for play and learning within a nurturing, caring setting. They have opportunities to develop their skills through a range of quality experiences and play. Children form close bonds with each other and staff.

Staff are professional and work well together. They are kind, caring and interact well with the children. In-depth policies and procedures are in place. They have a sound understanding of how to keep children safe. Staff show respect to each other and to the children in their care. They keep some records of children's progress.

The environment is secure, welcoming, and well maintained. High quality furniture, toys and resources indoors promote children's play and development. People who run the setting ensure the environment is safe and secure and that it promotes the health and well-being of children.

Leadership and management of the service is poor. Some attention is needed to ensure that the requirements of the Child Minding and Day Care (Wales) Regulations 2010 and National Minimum Standards (NMS) are met. We have issued three Priority Action Notices (PANs) because of findings at the inspection, and the provider must take immediate action to address these issues.

Well-being**Adequate**

Children's voices are heard at the setting. They make effective choices and decisions about how they spend their time at the setting and can choose what they want to play with from an adequate variety of resources and toys on offer to them. For example, children choose between the sand pit and the role play corner. Children approach staff and communicate their thoughts and ideas, as they know their attempts at communication are valued. For example, during snack time, children discussed how they did not like the sad face on a drinking cup.

Children are happy, settled and feel valued at the setting. They cope well with separation from their parents/carers. They have formed positive attachments with each other and staff who care for them. Children are familiar with the routines of the setting which they enjoy and adds to their sense of security and belonging. For example, children know to put on their coats after washing their hands, in preparation for the school run and tidy up in preparation for snack time.

Children at the setting show age-appropriate resilience and persevere to complete tasks. They engage well with staff and readily talk about their feelings and their personal requirements. For example, speaking about the contents of their snack box, the colours of various plates and food and requesting more snack. Younger children have a good understanding of their own feelings. They are also becoming sensitive to the emotions of others. For example, when playing together in the sandpit, all children shared the resources and waited their turn patiently.

Children enjoy their play and learning. They have access to an appropriate selection of age-appropriate resources within the setting. We saw children enjoying their free play. For example, children engaged well with solving a shape jigsaw and playing in the sand and water.

Children have some opportunities to develop their independence skills. They pour their own drinks at snack time and put on their coats at the end of the session. Children are beginning to learn to manage their own health and hygiene needs. For example, we saw children independently washing their hands in readiness for snack time and after playing in the sand area.

Care and Development**Adequate**

Staff have a sound understanding of their roles and responsibilities within the setting. They are competent in keeping children safe, secure, and healthy. There are procedures in place to promote the welfare of children, including a thorough safeguarding policy. Staff we spoke to were competent regarding their role in protecting children. Staff follow the setting's safeguarding procedures by reporting and completing the relevant paperwork to promote children's safety. Staff have a sound understanding and awareness of children's health needs including allergies, dietary requirements, and medical needs. Staff complete paperwork relevant to accidents and incidents and children's registration forms are completed. However, these are not always signed and dated by staff and parents. Currently, accident and incident forms are not audited to identify trends and potential hazards around the setting. Staff read the setting's policies and procedures and adhere to them daily.

Staff work together to support and promote children's social behaviour, taking into consideration their age and stage of development. Staff are suitable role models to children in their care, treating them and each other with care, respect, and kindness. Staff show an interest in children's play and achievements and are enthusiastic when a child answers a question about the weather. The member of staff asked the children '*sut mae'r tywydd heddiw? Ydy hi'n heulog?*' (*how's the weather today? Is it sunny?*) to which a child enthusiastically answered '*ydy*' (*yes, it is*). The member of staff praised the child with excitement and the child smiled, proudly.

Staff are kind and supportive towards each other and the children. They have a satisfactory system in place for recording children's development. However, not all observation logs are dated, and there is currently no planning in place for the next steps in children's learning. We saw children engaging in free play during the inspection. However, there was no formal planning or evaluations in place. The use of the Welsh language was good throughout the setting.

Environment**Adequate**

Cylch Meithrin Cwmbran is located in a childcare room within a family centre. No unauthorised visitors are permitted into the setting without being signed in at the main reception and on entry to the childcare room. All external doors within the childcare room are locked. Leaders undertake appropriate risk assessments for the premises and resources within the setting. They ensure that routine safety checks and certificates for the building and appliances are in place. The setting is registered with the food safety department at the local authority. Records show that fire drills are carried out regularly and insurance certificates are up to date.

The environment is welcoming and child friendly. It is decorated in calming, natural décor which gives the setting a homely feel. The childcare room is spacious and light which allows children freedom to move around as they play. The room is well-organised, and staff told us that they have recently changed the room around to the benefit of the children's engagement. There are a suitable number of children's toilets and nappy changing facilities available, which are clean and fresh. Liquid soap and hand drying facilities are easily accessible to support children's independence when addressing their personal care.

There are a range of resources that children access independently. These are stored on low level furniture and encourage children to develop their skills. For example, building blocks, musical instruments and a role play area for creative development, mark making for physical development and a book area for their early language development. There is a large outdoor area which is accessed directly from the childcare room. This was not in use during the inspection. The setting leader told us that they have recently secured a grant to further develop the area, which will begin soon. Children are made aware of some cultures and celebrations. For example, we saw flags from different countries displayed and Easter craft completed.

Leadership and Management**Poor**

Leadership and management of the service is poor. The responsible individual (RI) has not practiced safe recruitment procedures as staff files did not contain all the necessary checks. As a result, CIW have issued Priority Action Notices in respect of these regulatory failings and will test whether compliance and improvement has been achieved at the next priority inspection.

People who run the setting do not ensure all staff receive regular supervision and appraisals. Staff files we viewed show that one to one supervisions and appraisals with staff are not being undertaken to check staff's working practices, identify their training needs or discuss any safeguarding issues. This is an Area for Improvement and will be addressed at the next inspection.

People who run the setting understand their responsibilities to notify CIW about specific issues. However, important information about staff changes and updated statements of purpose have not always been notified in line with the regulations. A Priority Action Notice has therefore been issued in respect of this.

The Person in Charge (PiC) is new to the role and has assured us that she has a vision for the future of the service. Since the inspection, she told us that she and the RI are working closely with each other to ensure the PANs are actioned immediately. The PiC also told us that she is beginning to build relationships with agencies from the local authority such as Flying Start, along with parents.

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
29	The Registered Person must ensure that staff receive regular supervision meetings and annual appraisals which allows them to effectively support the needs of children.	New
28	The Registered Person must ensure that full information or documentation is contained within staff files and available in relation to the suitability of staff.	New

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
31	The Registered Person has failed to notify CIW of significant events in a timely manner. This is in regards to staff changes at the service.	New

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 5 - Records	Ensure all forms, including accident, incident and children's registration forms are signed and dated by parents and staff.
Standard 7 - Opportunities for play and learning	Ensure planning and evaluations are completed and support from the relevant authorities is sought.
Standard 7 - Opportunities for play and learning	Ensure observations support the planning of the next steps in children's learning and that observations are dated consistently.

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 accident and incident forms are audited to identify trends and potential hazards within the setting.

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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