



Inspection Report

The Green Giraffe Day Nursery

**Green Giraffe Day Nursery
2 Cathedral Road
Cardiff
CF11 9LJ**

Mae'r adroddiad hwn hefyd ar gael yn Gymraeg

This report is also available in Welsh



Date Inspection Completed

29/11/2022

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About The Green Giraffe Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Person	Andrea McCormack
Registered places	96
Language of the service	English
Previous Care Inspectorate Wales inspection	
Is this a Flying Start service?	
Does this service provide the Welsh Language active offer?	This is a service that is working towards providing an 'Active Offer'. 'The service is working towards providing an 'Active Offer' of the Welsh language and intends to become a bilingual service or demonstrates a significant effort to promoting the use of the Welsh language and culture.

<u>Well-being</u>	Excellent
<u>Care and Development</u>	Good
<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 happy and enjoy attending the nursery. They feel very safe and secure in the care of staff. Children have excellent opportunities for play and learning and develop their independence through a range of quality experiences and play.

Staff are professional, well qualified and enjoy their work. They are kind, caring and interact well with children. They have a good understanding of how to keep children safe and healthy. They are attentive to the needs of the children and respect the children in their care. They keep good records of children's progress.

The environment is secure, clean, welcoming, and excellently maintained. High quality furniture, toys and resources both indoors and outdoors 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 excellent. There is a clear vision for the service and the management team support staff to carry out their jobs very well. Parents speak highly of the care provided by staff at the nursery. Leaders ensure the best service is provided to all children attending the nursery.

Children's voice is strong at this setting. They make choices and decisions about how they spend their time at the setting. They freely choose from a wide range of activities. For example, we saw babies and older children choosing to participate in adult led activities as well as enjoying free play with resources of their choice. Children are confident to approach staff and communicate their thoughts and ideas, as they know they are listened to and all their attempts at communication are valued. For example, we saw staff respond quickly when babies gave non-verbal indications that they wanted cuddles or to interact.

Children are happy, settled and cope very well with separation from their parents. They have good bonds of affection with staff who are kind, gentle and warm. Children are familiar with the routines which they enjoy and adds to their sense of safety and belonging. For example, we saw children eagerly tidying up in preparation for circle time.

Children are beginning to form friendships in line with their age and stage of development. They play calmly alongside each other and together. Children are learning to respect each other and the resources of the nursery, learning to share and use equipment appropriately.

Children thoroughly enjoy their play and learning. They benefit from an excellent range of age-appropriate play and learning resources in each room and outside. They choose from a variety of exciting and enjoyable activities. We saw children delight in their play. For example, young children smiling while going down the slide, others thoroughly absorbed in book sharing and babies crawling excitedly to see the bubbles. Children are motivated to follow their own interests and sustain their play for periods suitable to their age and stage of development.

Children develop an excellent range of skills as they play. They have many opportunities to become independent. Young children feed themselves, with staff offering support where needed. Children learn to manage their own health and hygiene needs, for example we saw children learning to wipe their noses and put their tissue in the bin.

Care and Development

Good

Staff have a good understanding of their roles and responsibilities within the nursery. 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 confident 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 good understanding of children's health needs including allergies, dietary requirements and medical needs. Accidents and incidents are recorded appropriately along with the administration of prescribed medication. Children wash their hands in preparation for snack time, however, they are not consistently encouraged to dry their hands. There are in-depth, comprehensive policies in place, which are regularly reviewed. All staff read the policies and adhere to them day to day.

Staff work well together to support and promote children's social behaviour, taking into consideration their age and stage of development. For example, a member of staff in the baby room recognised that a child was upset because they were tired. They are positive role models to the children in their care, treating them and each other with care, respect and kindness. Room leaders ensure that high quality practice is maintained throughout each day. However, this was not consistent when a room leader was away from work on the day of the inspection. We addressed this with the management team during the course of the inspection. They have assured us that there are plans in place to ensure consistency for staff and children when a room leader is not present. Staff show an interest in children's achievements and are enthusiastic when a child completes an activity independently. For example, a member of staff praised a child saying '*woo hoo, look at you, yay, you're so clever*' when a young child took a sip from her cup independently.

Staff are supportive, nurturing and engage positively with children to support their play and development. There is a good system in place for recording and identifying children's progress and next steps. We saw staff carrying out observations in line with the children's development trackers and their individual plans. Staff plan a good variety of activities, which follows the children's input and interests. The use of incidental Welsh is strong throughout the nursery.

Environment**Excellent**

The premises are warm, safe and very well maintained. The entrance is secure and locked doors ensure only authorised access is granted by members of management. In-depth, comprehensive risk assessments are in place for the premises and activities carried out. Staff keep children safe by completing daily safety checks of the environment to identify and where possible eliminate risks to children's safety. Staff are vigilant about any arising risks in the environment. We observed staff identify an unsuitable item and dispose of it instantly for example. 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 very child friendly. It is well decorated with calming, neutral colours, giving a relaxed and homely feel to the nursery. Base rooms are spacious and light allowing children large spaces and freedom to move around as they play. Playrooms are well organised and laid out in an interesting manner to stimulate children's curiosity, exploration and development. There is an excellent range of purposeful resources and books which are easily accessible to children encouraging their independence. Equipment indoors promotes physical development with stairs and slides in some main rooms. The outdoor area has a good range of equipment suitable for the ages of the children. Resources available to children outdoors encourage development of their gross motor skills such as balance beams, jumping activities and large spaces to ride bikes and trikes or run around.

Toys, resources, furniture and equipment at the nursery are in excellent condition, very well maintained and of excellent quality. The setting has suitable furniture and resources to support children's independence. For example, child sized tables, chairs and low-level toy storage, suitable for the ages of children in all rooms within the nursery. 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.

Leadership and Management

Excellent

Leadership and management of the setting is excellent. The person in charge (PIC) is very well supported by the higher management team. They have a clear vision for the future of the setting and are always looking for ways to improve on already excellent practice. The statement of purpose is clear and accurately reflects the service provided to children and their families. Policies and procedures are comprehensive and detailed, which aids in the running of the setting.

People who run the setting ensure that documentation is well organised and easily accessible. Staff files are thorough and all relevant safety checks are completed to ensure all staff are suitable to work with children. All staff receive regular supervisions and annual appraisals. The PIC runs weekly drop-in sessions where staff can speak to her about any issues, worries or concerns before their next supervision date. Staff we spoke to told us that they value these sessions and it helps them feel listened to by management. There is a detailed quality of care report in place which celebrates the nursery's achievements and helps plan for future improvements. This report considers the views of children, staff and parents.

There is a clear system in place to easily identify that staff's Disclosure and Barring Service (DBS) checks are current. Staff have up to date mandatory training such as first aid, safeguarding and food hygiene. There are systems in place to identify additional training should staff require it, these are run both in house and via external training providers. The operational manager for the nursery ensures that staff's working practices are current and provides feedback to staff, the PIC and higher management, should this be needed. There are enough qualified and experienced staff to ensure children are well cared for at all times.

Managers work very closely with the nursery's caretaker to ensure that the safety of the children in their care is always the top priority. Strong links have been developed between the nursery and parents. Parents we spoke to told us that they were extremely happy with the service the nursery provides. Parents also told us that they appreciated staff informing them of milestones their children have achieved while at the nursery. There are excellent forms of communication between the nursery and parents including daily verbal feedback, newsletters and photographs and updates via an app the nursery uses.

Recommendations to meet with the National Minimum Standards

R1. Ensure health and hygiene practices are followed consistently throughout the nursery

R2. Ensure consistency in childcare rooms across the nursery, when room leaders are not present.

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
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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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