



Inspection Report

Teddy Bear Nursery

**Llandough Hospital
Penlan Road
Llandough
Penarth
CF64 2XX**



Date Inspection Completed

26/08/2021

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About Teddy Bear Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Cardiff University Local Health Board
Registered places	33
Language of the service	English
Previous Care Inspectorate Wales inspection	31 March 2017
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	The service does not provide the active offer but uses incidental Welsh regularly throughout the sessions.

<u>Well-being</u>	No rating required
<u>Care and Development</u>	No rating required
<u>Environment</u>	No rating required
<u>Leadership and Management</u>	No rating required

Summary

This is an inspection undertaken during the Covid19 pandemic. We have therefore focused on the priority areas for this setting and not the full quality framework.

The service is child centred with a strong emphasis upon children directing their own play and learning. Children settle well and are happy and pleased to attend. They have opportunities to become independent and develop their skills through a range of quality experiences and play. Children form close bonds with staff and with other children, making them feel safe and secure.

Staff are professional, appropriately qualified and take their responsibilities seriously. They have a good understanding of how to keep children safe and healthy. Staff have implemented new policies and procedures in response to Covid19 effectively. They plan for a wide variety of activities which are interesting and stimulating and capture children's imagination. Staff keep effective records of children's progress.

The environment is clean, welcoming and very well organised. Staff follow procedures to ensure the environment is safe and suitable, completing risk assessments and daily checks. A good variety of indoor and outdoor toys, resources and experiences promote children's all round development.

The leadership and management of the setting is strong. The managers listen to children, parents and staff and involve them in making decisions. Staff feel well supported and enjoy their work. They receive good development opportunities to keep their skills and knowledge up to date. All the required policies, procedures and records are in place. Parents are very complimentary, and speak highly of the staff and the care their children receive.

Well-being

No Rating Required

Children are able to make choices and decisions and are listened to. They choose their activities freely and know they will receive help or support if they ask. They are familiar with the daily routines and know what to expect during the sessions. For example, children start putting on their shoes when they know it is time to play outdoors. This provides certainty to their day and helps children settle easily. They are encouraged to voice their preferences and their opinions and receive support to participate and express themselves. Children feel confident and develop good self-esteem, showing satisfaction with the wide range of play and learning resources available to them.

Children are happy, safe and valued. Settling in sessions are guided by the needs of the child and the family and are extended if needed. Children are beginning to develop friendships in line with their age and stage of development. Many children are getting ready for attending school for the first time alongside children they know well. Children have clear bonds of affection with staff who understand their needs and provide consistent care. They are confident they can approach staff for comfort and reassurance as needed. One young child was very settled and content sitting on the knees of their carer before going to sleep. Children are starting to share and are helpful, passing crayons to each other, working in pairs, choosing stories and when outside during active play sessions. They are keen to show and talk about their activities and share information about their families and interests with confidence.

Children have regular exercise and fresh air and highly value the time they spend outdoors. They have very good opportunities for imaginative play and enjoy sharing a range of role-play activities such as making food and drinks in the home corner and also in the travel agent shop. They look forward to playing outside in an exceptionally well-resourced garden area. Messy play activities with sand, paint and water provide children with opportunities to be creative and have fun.

Most children are developing independence skills appropriate to their age and ability. They wash their hands as needed and understand the routine of tidying when activities change. Children value the stickers they receive for helping, and show them proudly. Older children mostly visit the toilet without support and find their own belongings as needed. They enjoy the sense of achievement from completing these tasks. Nearly all children understand the need to comply with the rules for socially acceptable behaviour and show kindness and respect to others. For example, one child helped their friend to look for a particular favourite stick in the forest area.

Care and Development

No Rating Required

Staff are effective in keeping children safe and healthy. There are rigorous safeguarding procedures in place which promote the welfare of children. Staff understand their responsibility to be vigilant and are clear about the processes to follow to deal with any concerns. Staff receive regular safeguarding training and keep up to date with all relevant information. Regular fire drill practices ensure staff and children are aware of how to leave the building safely and these are planned and recorded appropriately. Staff record all accidents and incidents in detail and they are evaluated by the person in charge and are signed by parents. All staff have attended paediatric first aid training and are confident to deal with minor injuries. All information relating to children's allergies is shared and accessible to all staff and the hospital catering service who provides the lunch and tea. This is regularly updated with information from parents as needed and children are carefully monitored. Staff provide healthy snacks during the day and drinking water is available at all times.

Staff interact in a kind and caring manner with the children. They are consistent in their approach and mindful of their age and stage of development when managing behaviour issues. Staff encourage children to express their views and preferences and a reward system is in place recognising positive behaviour. The daily routines enable children to spend their time engaged in interesting and stimulating activities, which are satisfying to them. Staff use soft tones to distract children who are frustrated or upset, praise children for all their efforts and provide comfort when distressed. Staff act as positive role models and manage all interactions appropriately.

Staff support children's learning and development effectively. Key workers use observations and the Foundation Phase skills ladder to track children's progress and plan activities to meet specific outcomes. All children have learning journey books which are a record of their time spent at the setting. These include photographs of activities and examples of children's work to demonstrate skills achieved. Staff promote daily active and outdoor play activities with all children. Staff ensure parents are informed about their child's progress, achievements and developments.

Environment

No Rating Required

People who run the service ensure the environment is safe and secure. There is spacious accommodation for children's activities set out over three rooms. A kitchen, laundry room, office and staff room are not accessed by children. Staff complete daily safety checks to identify and eliminate any risks to children's safety. Registers record the times children arrive and leave the premises. People who run the service monitor signing in and out of the service closely and ensure staff ratios are maintained at all times. There are rigorous risk assessments in place for all areas of the setting which include fire safety, Covid 19 and all children's activities. These are reviewed and updated at regular intervals by the person in charge. People who run the service keep records of all visitors to the setting although during the Covid 19 pandemic non-essential visitors do not enter the building. They ensure regular and routine maintenance checks for the building and appliances are carried out on a regular basis and keep good records of all safety tests.

The environment is clean and welcoming. Throughout the day, staff carry out regular cleaning and sanitising of toys and equipment. Staff employed by the hospital authorities undertake a thorough clean of the premises each evening. The space is welcoming and provides light and bright areas for children to explore. There is a wide range of good quality equipment available for each group of children. Resources are appropriate for the stage of development of the children and promote their curiosity and discovery. Children are able to access equipment easily, which supports their independence. Babies have use of a separate cot room for sleeping and this is monitored closely by staff and has an intercom facility. Older children, including mobile children from the baby room, sleep in a separate room which staff supervise at all times as children sleep on mats on the floor.

The outside area is very well-designed and replicates the quality and quantity of resources which are available inside the setting. There are a number of separate areas which provide different opportunities and experiences for children in the open air. Babies have their own area on a veranda leading from their base room. This is covered by a canopy and provides suitable and age appropriate equipment, including water and sand play. Many children are very keen to play in the forest section at the bottom of the garden which is a natural wild space. Children have opportunities to take assessed risks in this area, looking for sticks, picking blackberries to make paint and exploring ants' nests under fallen logs.

Leadership and Management

No Rating Required

People who run the service are skilled and experienced and manage the service effectively in line with the regulations and National Minimum Standards. There is a clear statement of purpose, which provides an accurate picture of how the service runs. This is updated to reflect any changes as needed. The responsible individual keeps in regular contact with the setting and provides good support to the person in charge of the setting and the team to ensure children's needs are well considered at all times. The person in charge is also supported by the senior child care manager who is responsible for overseeing the hospital authority's child care facilities.

People who run the setting work hard to provide a quality care provision to children and their families. The staff team are enthusiastic and motivated and enjoy their work. The individuals within the team complement each other and work together well. People who run the service maintain an organised environment and all documents are easily accessed and in good order. All the policies and procedures are in place, updated regularly and contain the required information. Appropriate checks to ensure staff are suitable to work with children are in place before they take up their post. There are enough qualified and experienced staff to make sure children are well cared for at all times.

A strong culture of continuous professional development exists within the setting. All staff have completed safeguarding, first aid and food safety training as well as a range of additional learning. This includes the management of children's behaviour and the new education curriculum in Wales. The annual quality of care review takes into account the views of parents and children and staff. People who run the service are keen to continually improve the quality of the service and there is an action plan outlining work planned. People who run the service take on board issue raised by parents and children and implement changes as far as possible. This includes a request for more varied food and digital resources to communicate with parents.

Recommendations to meet with the National Minimum Standards

None

Areas for improvement and action at, or since, the previous inspection. Achieved

Areas for improvement and action at, or since, the previous inspection. Not Achieved

None	
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Areas where priority action is required

None	
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Areas where improvement is required

None	
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