



Inspection Report

Sandringham Day Nursery

**Sandringham Nursery
16 Sandringham Road
Cardiff
CF23 5BJ**



Date Inspection Completed

27/06/2024

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About Sandringham Day Nursery

Type of care provided.	Children's Day Care Full Day Care
Registered Person	Sarah Arabestani
Registered places	35
Language of the service	English
Previous Care Inspectorate Wales inspection	4 April 2024
Is this a Flying Start service?	No
Does this service promote Welsh language and culture?	This service does not provide an 'Active Offer' of the Welsh language and does not demonstrate a significant effort to promoting the use of the Welsh language and culture.

Summary

This was a focused inspection, and on this occasion, we did not consider all themes in full.

Children are happy and enjoy themselves at the setting. They have formed meaningful relationships with one another and staff, which helps them feel safe and secure. They make choices about how they spend their time and are confident in their environment. Their independence skills are developing by participating in a variety of activities.

Staff understand their role in safeguarding children. They manage behaviour positively and are clear regarding policies and procedures in place. Staff follow appropriate hygiene practices. Their interactions are consistently positive, warm, and nurturing using positive praise to recognise children's many achievements. They support children to follow their own interests and ensure many opportunities for free play.

The environment is warm, and welcoming providing suitable space for children to play and learn. There are suitable resources available, which are appropriate to the age of the children. The environment is generally safe. There are risk assessments in place and hazards identified at the last inspection have been addressed. However, there were additional hazards identified during this inspection.

Leaders manage the setting to a satisfactory standard and there have been improvements in leadership since the last inspection. Leaders have addressed many of the issues raised at the last inspection, however further improvements are required in order to fully meet the Regulations and National Minimum Standards.

Well-being

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

Children have many opportunities to make choices and decisions about how they spend their time. They follow their own interests, freely exploring their play environment and participate in activities that engage them. Children know their requests are listened to and responded to by staff. For example, a younger non-verbal child showed staff they wanted to go outside, and staff acted promptly recognising that the child wanted to play in the messy trays. Older children confidently ask for anything they want with ease. For example, at lunch time a child asked, *“Can I have more water please?”*

Children feel safe, happy and enjoy their time at the setting. They have a sense of security and are relaxed because they are familiar with routines and know what to expect during sessions. They have formed secure relationships and bonds of attachment with staff, and their needs and feelings are acknowledged. Children seek out hugs when they are upset, with staff providing comfort and reassuring words.

Children interact with one another positively. They are developing close friendships and play happily together, sharing plenty of smiles and giggles. We saw two children playing with water and straw in the messy trays. They spoke about the ‘chocolate’ they were making and how they would share theirs. Children are learning how to share toys and resources and take turns in their play with gentle reminders from staff. For example, we saw two children having a minor disagreement over a brush and happily shared it after being reminded by staff that *“It’s kind to share.”*

Children are engaged and self-motivated to initiate their own play and explore their surroundings. They express enjoyment in their play and learning and are keen to share their work and achievements. For example, a group of children were keen to show a book they had been reading together in the playhouse. They show excitement in focused activities such as ‘What’s the time Mister Wolf,’ squealing with delight as they get caught or escape the ‘wolf.’ Children confidently invite staff to join their play and laugh with them as they rock back and fore together on the seesaw.

Children are developing their self-help skills appropriately, for example during lunch time, children eat independently using age-appropriate cutlery and pouring their own drinks. They are successfully learning how to care for themselves, for example wiping their own noses and disposing of the tissue hygienically. Many children confidently tell staff they are going to use the toilet or to wash their hands after play. Older children take responsibility for their personal belongings and are becoming confident to try things for themselves. For example, they attempt to put on aprons and their own shoes, with staff nearby, offering support where needed. Most children can follow instructions from staff, helping to tidy up after play and put resources away.

Care and Development

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

Staff understand their roles and responsibilities in keeping children safe and healthy. They implement appropriate cleaning and hygiene practices. For example, they clean surfaces using anti-bac wipes, and wear Personal Protective Equipment (PPE) when changing children's nappies and preparing meals. Staff encourage children to wipe their own nose and dispose of tissues appropriately. Staff have access to anti bac gel in each room and use this as required. Most children can use the toilet independently; however, their privacy and dignity are not always respected when using a potty. Leaders took immediate action and reviewed the toileting and use of potty procedure. Staff understand their duty to protect and safeguard children in their care. They have all attended safeguarding training and leaders are taking steps to ensure they attend a higher level course as required by the National Minimum Standards, by November 2024. Leaders have the required training to be the designated safeguarding officers. Staff told us that leaders provide regular updates and refreshers about safeguarding matters in their one to one supervision sessions and at team meetings. They recalled the recent team meeting when they had a safeguarding quiz which they found useful. Staff consistently complete accident and incident records fully. Leaders have a good procedure to audit records for completeness and to monitor any patterns or matters that need further consideration. Staff conduct fire drills on a regular basis. They maintain detailed records of the outcome of the drills, stating any issues that occur and putting plans in place to address them.

Staff have established a procedure to record times that children are sleeping and to evidence that they physically check on sleeping babies every 10 minutes, as well as observing them via a video monitor. Staff constantly supervise children who use sleep mats. They are sometimes alone in the room and have to call for other staff downstairs to support them as children wake up. Leaders have reviewed communication and staff now have 'walkie talkies' to communicate with other rooms if needed. Leaders are drawing up a risk assessment showing how staff are deployed effectively to ensure the safety and welfare of children, especially when working alone in rooms or supervising sleeping children.

Staff interact positively with children. They encourage them to do things for themselves and support them in their chosen activity, extending their communication skills and encouraging them to use their imagination. They implement a suitable system to monitor children's progress against developmental milestones, and they have made improvements to how they link activities to develop children's individual needs. Leaders are supporting staff to extend this further, as they transition to the curiosity approach to play.

Environment

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

In the main, leaders provide a safe and secure environment. They have addressed hazards identified at the last inspection in April 2024. For example, they made the radiator cover safe in the baby room. However, we found other hazards that needed to be addressed, for example, a broken finger guard. Whilst these matters were sorted promptly, the area for improvements regarding Regulation 25-Hazards and Safety, remains open pending the next inspection. They will need to evidence that any improved risk assessment processes such as implementing daily checklists, have been effective in identifying and addressing any risks in the environment.

Leaders ensure the environment is warm, welcoming and child friendly. The indoor area is organised appropriately with suitable areas of play and learning that promote children's development. All rooms have areas for a variety of activities providing children with ample space to play and learn. The outdoor area provides space for children to enjoy a variety of activities in the fresh air. Leaders told us of plans to further improve this area in the near future. Children play outside in all-weather as there is a large retractable canopy that provides shade and shelter. There are a suitable number of children's toilets and nappy changing facilities available to meet the needs of the children who use them. Leaders have a toileting and nappy changing policy that has been revised to outline further consideration given to the use and storage of potties.

Leaders have invested in resources to provide interesting and easily accessible resources to keep children engaged in each playroom. The indoor environment and individual rooms are equipped with suitable resources which are appropriate for the ages of the children. These are incorporated into different zones of learning, such as home corners, reading corners, role-play, construction, and small world. Staff set up areas ensuring that plenty of resources are kept at the children's level, making them easily accessible to help support children's independence.

Leadership and Management

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

Leadership and management of the setting is improving. Leaders are open to feedback and keen to make ongoing improvements. They have met one of the areas of improvement regarding providing effective one to one staff supervision and an annual appraisal and have met nearly all of the recommendations made at the last inspection in April 2024. However, leaders are still not ensuring that the setting is fully compliant with the Regulations and National Minimum Standards (NMS). They have made improvements to how they review their service and to documentation such as keeping records of sleeping children. However, records of attendance still do not clearly identify which staff are caring for children at any one time and do not reflect when leaders are working within the adult:child ratio. Therefore, the recommendation regarding NMS 5 (records) remains open. This is because registers require further improvement to ensure both children and staff are properly safeguarded and to evidence that staff to child ratios are consistently met. Leaders discussed their plans to use an electronic app to record attendance in all areas and how this will record staff activity clearly. This will be looked at during the next inspection.

Leaders complete appropriate recruitment procedures to ensure that staff are suitable to work with children and have systems in place to ensure that Disclosure and Barring Service Checks (DBS) are checked every three years. Leaders strive to ensure that they maintain the appropriate adult: child ratios but accept that this is a challenge at times and the manager is included in ratio in the event of unplanned staff absence. They told us that their recent recruitment drive has enabled them to employ an additional staff member and how two staff have almost completed their level three childcare qualifications. This will greatly support them in ensuring the recommended ratios and numbers of qualified staff are in place at all times. Leaders have made significant improvement to the way staff are supported. They have implemented updated processes to ensure that staff receive regular one to one supervision that is now clearly documented. These records demonstrate a focus on ensuring staff well-being is supported and their training needs are properly monitored and promoted. Staff told us that leadership has noticeably improved, and they feel supported by the management and current procedures in place. They enjoy the regular team meetings which keep them updated regarding any changes and promote the team ethos.

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
25	The registered person must ensure infection control practices are consistently maintained to prevent cross contamination. All potential risks within the setting must be identified and adequately addressed to ensure children's safety.	Not Achieved
29	The registered person must ensure all staff have regular supervision to ensure consistent working practices, professional development and to identify training needs.	Achieved

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 children and staff registers are consistently and clearly recorded and detail which staff are working with which children at any given time or day.
Standard 14 - Organisation	Draw up a risk assessment showing how staff are deployed effectively to ensure the safety and welfare of children, especially when working alone in rooms or supervising sleeping children.

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)
Review policies and procedures to ensure they are in line with regulations, current guidance and provide staff with clear instructions as to what is required of them.

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