



Inspection Report

Happy Dayz Nursery Limited

**The Old Colliers Arms Tavern
Lower Forest Level
Newtown
CF45 4HP**



Date Inspection Completed

09/04/2021

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About Happy Dayz Nursery Limited

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Happy Dayz Nursery Ltd
Registered places	45
Language of the service	English
Previous Care Inspectorate Wales inspection	January 11 2019
Is this a Flying Start service?	Yes
Does this service provide the Welsh Language active offer?	This is a service that does not provide an 'Active Offer' of the Welsh Language. It does not anticipate, identify or meet the Welsh language needs of children who use, or intend to use the service. We recommend that the service provider considers the Welsh Government's 'More Than Just Words follow on strategic guidance for Welsh Language in social care.'

Summary

This is an inspection undertaken during the Covid 19 pandemic, therefore we have focused on the priority areas for this setting and not the full quality framework.

Children are happy and settled at the nursery. They have warm relationships with staff and play happily with their friends. Staff are responsive to the children's needs and are friendly and attentive. They provide children with a good range of activities and resources that appeal to their interests. The nursery cook provides children with healthy and nutritious food. She is knowledgeable about nutrition and allergens. The environment is clean, warm and welcoming. Leaders have made improvements to the environment such as decoration, new carpets and updated toilet facilities. Staff celebrate and display children's work throughout the nursery. New policies and procedures are in place in response to Covid-19. Staff are familiar with policies and procedures and are confident in their role. The people who run the nursery manage staff well and staff speak highly of the support they receive. Leadership and management is generally effective, but at times, activities and daily routines such as school runs are focused on the needs of the business rather than on the needs of the children. Leaders are committed to the on-going improvement of the service and act promptly to address recommendations.

Well-being

Children play happily in the nursery and are able to follow their interests. They move freely between activities, completing jigsaw puzzles and completing art and craft activities. Whilst Covid-19 procedures have inevitably placed restrictions upon children's choice of play, they have a good choice of play opportunities and resources. They approach staff for comfort and reassurance as needed. All attempts of communication by children are valued and encouraged and this helps them to feel confident and to develop self-esteem. Children enjoy praise, for example, receiving high fives for good work and effort. They experience a sense of achievement. Their work is celebrated and displayed around the nursery and they have individual boxes to store their belongings, adding to their sense of belonging.

Children are active and curious learners who enjoy exploring the environment and taking advantage of the stimulating activities available. They have opportunities for imaginative and physical play where they are encouraged to express themselves. For example, children thoroughly enjoyed crawling through tunnels and decorating eggs for Easter.

Most children are developing independence skills appropriate to their age and ability. They use age appropriate cutlery to feed themselves. They choose what to eat and how much they want. They are confident to make decisions because they know that staff listen to and value their choices. Children are resilient and are adapting well to new routines and changes. For example, they wash their hands more frequently, drying their hands and putting paper towels in the bin independently. They are polite, using please and thank you spontaneously. Children play well together and share resources. For example, we saw children passing pens to each other when drawing and heard older children commenting on each other's work. We heard children telling staff "*I'm helping him*" and "*Good job*"

Care and Development

Staff have good knowledge of how to keep children safe and healthy. There are clear procedures for reporting accidents and incidents. Meals provided are healthy and nutritious. The nursery cook and staff know of any allergies and intolerances and ensure that all food provided is appropriate for individual children. Staff know how to raise safeguarding concerns. They speak confidently about safeguarding procedures and know that leaders will be responsive to any concerns they raise. Staff speak positively about the support they receive from the people who run the nursery, and are committed to on-going improvement. We saw evidence that staff have completed training for safeguarding, paediatric first aid and food hygiene. At the time of the inspection, parents were dropping children off inside the building. Whilst this process had been risk assessed, additional steps could have been taken to protect children and staff in line with the protective measures guidance, such as parents dropping off and collecting children from the door to avoid entering the building. Staff have adapted well to the new policies and procedures. They are clear about their roles and responsibilities and effectively implement new cleaning procedures.

Staff interact in a kind and caring manner with the children, supporting their learning and development effectively and engaging them in meaningful conversation. They manage behaviour well. They are consistent in their approach and give lots of praise for effort and positive behaviour. We saw children seeking out staff for attention and the staff consistently respond to these request.

Staff are mindful of the age and stage of development of the children when planning activities. They ensure that they provide different activities in a way that allows all children to succeed. There is a key worker system in place where staff are matched to individual children. Staff carry out basic assessments of the children's development which helps to identify their progress. These are carried out effectively by staff who clearly know the children well.

Environment

The people who run the service ensure that the environment is a warm and welcoming place for children. They have recently made improvements such as new carpets, re-decorating and upgraded toilet and nappy changing facilities. Playrooms are clean and bright with lovely displays of children's work.

Rigorous cleaning procedures and risk assessments ensure that infection control is a high priority. Staff are confident with the procedures that include rotating and cleaning toys and regular cleaning of touch points throughout the building. All routine health and safety checks required are up to date. There is a detailed fire risk assessment and evacuation plan. Fire evacuation drills are carried out on a regular basis.

Base rooms are well arranged and provide a stimulating environment for children. Resources are well maintained, of good quality and cleaned regularly. Furniture is of suitable size and design for the age range of the children. The people who run the nursery update resources regularly. For example, they told us that they had recently purchased new jigsaw puzzles as the children were finding the current ones too easy. Children access resources independently as they are stored at low level. They have plenty of space to move freely between activities. Younger babies are able to play safely in a separate area with access to a good range of sensory toys. There is plenty of outdoor space with large play equipment which is risk assessed daily. This allows for opportunities for children to take part in physical activity, taking appropriate risks.

Leadership and Management

People who run the service are proactive and generally manage the service appropriately. They respond positively to recommendations and address these promptly. There is a clear statement of purpose which provides an accurate picture of what the service offers. There are detailed policies and procedures. Leaders review policies regularly and staff are familiar with them. We saw that staff work in line with the service policies. There are occasions when routines reflect the needs of the business rather than the needs of the children. For example, the Person in Charge undertakes school runs which means that there is not a suitably qualified member of staff acting as a supernumerary manager for these times. There has also been an occasion when children went to collect play equipment with staff. Whilst this trip was risk assessed and appropriate safety procedures and permissions were in place, it did not reflect any of the children's needs or development. We discussed these issues with the people who run the service who acted quickly to address them.

Leaders have appropriate procedures for recruiting new staff and staff files contain all of the required information, demonstrating that they are suitable to work with children. The training matrix shows all staff undertake first aid, safeguarding and food hygiene training. They receive regular one to one supervision sessions which includes feedback on their performance from the leader. This is also an opportunity to identify learning and training needs. Staff are positive about the support they receive.

Parents provide detailed information to leaders when children start at the nursery, including permissions for trips and outings. Leaders need to review this information regularly to ensure it remains up to date. Parents told us they are very happy with the quality of the service and their children look forward to attending and meeting up with familiar staff and children. They told us their children make good progress and regularly come home with new skills.

Recommendations to meet with the National Minimum Standards

R1. Ensure that outings / visits away from the service are driven by the needs of the children rather than the needs of the business

R2. Review procedures for undertaking school runs to ensure that there is a suitably qualified member of staff acting as manager

R3. Review the process for gaining parental permission. Consider reviewing contracts on a regular basis to ensure that permissions and child / parent details are up to date.

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

Children's hours of attendance are not accurately recorded. The provider must ensure that children's times of arrival and departure are recorded at all times	Regulation 30 (1) (a)
The registered provider has not ensured that medication records are appropriately maintained	Regulation 30 (1) (a)

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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Date Published 23/06/2021