



# Childcare Inspection Report on

**Cylch Meithrin Gwdi Hw**

**Ystad Penrhiw  
Brynithel  
Abertillery  
NP13 2GZ**

**Mae'r adroddiad hwn hefyd ar gael yn Gymraeg**

**This report is also available in Welsh**



**Date Inspection Completed**

13/09/2019

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<b>Ratings</b>	<b>What the ratings mean</b>
<b>Excellent</b>	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
<b>Good</b>	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.
<b>Adequate</b>	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.
<b>Poor</b>	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

## Description of the service

Meithrinfeydd Cymru Cyfyngedig was registered with Care Inspectorate Wales (CIW) in December 2015 to provide day care for up to 28 children at Cylch Meithrin Gwdihw. The setting works in partnership with Blaenau Gwent Flying Start and is located in a modern, purpose built Flying Start centre on the Penrhiw Estate in Brynithel, Abertillery. A morning or afternoon session is offered each week day and is delivered through the medium of Welsh. A responsible individual has been appointed by the company to oversee the setting and a suitably qualified and experienced person in charge manages on a day-to-day basis.

## Summary

Theme	Rating
<a href="#">Well-being</a>	Good
<a href="#">Care and Development</a>	Good
<a href="#">Environment</a>	Good
<a href="#">Leadership and Management</a>	Good

### 1. Overall assessment

Children have good opportunities for play and learning within a nurturing and responsive service. They settle well and are comfortable and at ease within their surroundings. They engage appropriately with other children and staff and make strong connections and friendships. An enthusiastic staff team have good knowledge of the children's needs and work closely with parents and other professionals. The environment is well-resourced both inside and outdoors. Leadership and management of the service is effective and the person in charge was receptive to feedback.

### 2. Improvements

Nearly all recommendations made at the last inspection have been actioned, as follows:

- Children have the choice of freely accessing the outdoor area;
- the safeguarding recording system is monitored;
- a section of the outdoor path which contains large pebbles which are a potential hazard have been partially removed and the remaining stones have been sectioned off to avoid hazards;
- all documents are available in Welsh and the statement of purpose accurately reflects the language used;
- team meeting minutes are recorded formally, actions are recorded and followed up;
- all policies relate specifically to the cylch rather than being generic and
- staff receive regular one to one supervision meetings.

A recommendation made at the last inspection to embed practices at snack time which

support children to develop self-help skills is ongoing.

### **3. Requirements and recommendations**

We did not identify any non-compliance issues at this inspection. Recommendations to improve the service are summarised in section 5.2 of this report.

# 1. Well-being

Good

## Summary

Children are consistently encouraged to make choices and express themselves. They are happy and have fun at the service. They are provided with good opportunities and experiences to develop a wide range of skills to promote their all-round development. Positive relationships are developing between children and their social skills are evolving in line with their age and stage of development.

## Our findings

Children are consistently encouraged to make their own decisions about how they spend their time. They are able to choose from a variety of stimulating opportunities. Children's self-expression is encouraged and we observed staff carefully listening to children and showing interest in their conversations. They have time to respond to questions and receive positive responses, which acknowledges and values their attempts at communication. Children are encouraged to express their opinions and we saw that they contributed to decisions regarding songs and stories.

Children are content, happy and valued. They develop close attachments with key workers and they are comfortable to approach familiar people when they need help or reassurance. Staff told us that they spend time getting to know the likes and dislikes of new children to help them settle in. Children who are new to the service are provided with the individual close contact needed to feel safe. Other children gain a sense of security from being familiar with the routine of the service, and positive relationships give them confidence to know that their needs will be met. We watched children enjoying the busy atmosphere, laughing and running around outside and responding well when staff joined in their games.

Children interact appropriately and in line with their age and stage of development. They are learning to share and play together and some younger children need guidance and comfort when they do not always get what they want. We saw that some children liked to play alone, whilst most children cooperated and relished the opportunity to play with others. Children receive consistent praise and encouragement from staff when they attempt tasks and clearly value the approval received.

Children are engaged in their play and learning but can also relax and enjoy quiet times. They can explore their environment indoors and outdoors freely. For example, we watched a small group of children role playing 'shops' with a member of staff, and others making 'yummy cakes' in the sand pit outside. Another child preferred to make shapes out of play dough inside, happily answering questions about numbers and shapes as they played. We saw that children concentrated on their games and activities together until they were completed and they valued the sense of achievement and companionship gained.

Children are active, curious learners who are beginning to develop self-help and independence skills. Many children are self-assured and relish opportunities to self-direct

their time, whilst others benefit from additional encouragement. Children are prompted to wash their hands independently in readiness for snack and to tidy up when they have finished playing, asking for support when needed. We discussed furthering opportunities to develop independence during snack time, which the person in charge told us they plan to do as new children settle in.

## 2. Care and Development

Good

### Summary

The staff group work very well together. Care is responsive and tailored to the individual needs of children. They give warm and sensitive support and have consistent and realistic expectations of children. Effective systems ensure that safeguarding and the health and safety of children is prioritised.

### Our findings

Staff have a good working knowledge of the policies and procedures in place to keep children safe and healthy. A safeguarding policy outlines the procedures for making referrals regarding concerns for children to an appropriate agency if needed. Accidents and incidents are recorded appropriately and a pre-existing injuries form is used to record any accidents or incidents which occur away from the service. Staff promote healthy eating but have not yet reviewed new Welsh Government guidelines on food and nutrition. Children are encouraged to be active daily, they are supported to wash their hands before eating and separate paper hand towels are used to dry hands to reduce the risk of cross contamination. All staff have completed paediatric first aid training and the medication policy in place is particularly robust.

Staff have realistic expectations of children and strategies to manage children's social behaviour are age appropriate and positive. They work together closely to ensure they have a consistent approach in line with their behaviour policy. Acting as good role models, staff encourage children to be kind to each other, to help tidy up, and they sit with them for their snacks to promote their social skills.

Staff are motivated, well qualified and keen to effectively promote children's development. They communicate with each other and are aware of their individual roles in delivering nurturing, responsive care. Children's personal needs are attended to promptly and they are treated with respect. Children's development is monitored and assessed in order to plan for the next steps in their learning. Time is set aside each week for staff to plan and review activities. Staff know the children well and we heard staff consistently praise and encourage, which gave them confidence to extend their play and learning. Most children are confident to express their needs and all attempts at communication are valued by staff. For example, one child lingered near the sand pit, unsure whether to join others to play. With gentle reassurance and encouragement from a member of staff, the child happily joined in. A parent told us that their child's "Speech has really developed and they come home singing songs and saying Welsh words. We have nothing but praise for them."



### **3. Environment**

**Good**

#### **Summary**

The service is welcoming, clean and inviting for children. Play areas are well-maintained and resources are in good condition. There are plenty of activities to keep children engaged and stimulated, both indoors and outdoors, and comprehensive risk assessments are in place to help ensure the safety of children.

#### **Our findings**

Leaders ensure the nursery is secure and that no unauthorised access is allowed. Visitors are asked for identification upon arrival and to sign a visitors' book in and out. The front door is kept locked and monitored by staff, other doors are fob operated and children are counted going in and out of the garden. We found that leaders ensure that staff understand their roles in relation to keeping children safe, using methods such as recording children's attendance appropriately and asking parents to sign their children in and out. Good attention is paid to assessing risks within the service, including potential risks for different activities along with a daily health and safety checklist. Fire drills are undertaken once every term and recorded appropriately. A gas safety check has been undertaken and Public Health Wales' Infection Control Audit Tool had been completed, but is now due to be reviewed again.

Leaders ensure children are provided with indoor play space which is child centred and safe for children to explore all areas. Activities are well organised, equipment and resources are plentiful and accessible to encourage curiosity and creative skills. The indoor space is used flexibly, with low-level tables and chairs used for eating and drinking as well as for activities. The toilet facilities are clean and easily accessible for children to use independently. The premises benefits from good natural light and there is space for confidential conversations between staff or with parents to take place within the building. Signs and notices on display are bilingual or Welsh only, to encourage recognition and use of the Welsh language. We saw children enjoying outdoor play during our visit, with items available such as a construction area, ride-on toys, a bug hotel and space for planting. Leaders ensure that children have access to a wide range of good quality, developmentally appropriate play and learning resources. Real-life items and recyclable materials are used to promote environmental awareness. The service has some multicultural resources as well as those which reflect the wider society and promote equality. The RP told us that toys are cleaned regularly anything broken is discarded immediately. Furniture, fixtures and fittings are very good quality.

## 4. Leadership and Management

Good

### Summary

Leaders have developed a number of policies, procedures and tools to help them manage the business and monitor quality effectively. The person in charge is experienced in this field and provides good support to the staff team, who are well qualified and motivated to promote positive outcomes for children.

### Our findings

The person in charge has a clear vision for the service that she shares effectively with others. For example, the statement of purpose gives an accurate and informative picture of the service provided. Leaders ensure that all mandatory training is up to date and any necessary refresher training is scheduled in advance of the expiry date. Additional relevant training is also offered, such as Wellcomm assessments, learning with autism and internet safety. The person in charge confirmed that all policies and procedures have been updated this year, although this was not clear on all documentation. Leaders demonstrate a strong commitment to promoting the Welsh language, and provide the Active Offer.

Self-evaluation and planning for improvement is good. Leaders consult with outside agencies, parents and children as part of this process. The most recent annual review report was detailed and included actions for the year ahead. There is an 'open door' policy for parents to discuss any issues and parents and children are offered feedback questionnaires. Frequent team meetings and managers meetings are held to promote collaborative working. A planning meeting is also held each week. Staff are encouraged to review the quality of the sessions and the activities. There is a complaints procedure in place, although no complaints have been received.

Roles and responsibilities are well-defined and staff are effectively deployed. Staff work positively as a team and support one another to ensure that the day runs smoothly. Staff are appraised annually and are in regular communication with their managers. Supervision is also carried out in line with requirements. Both the person in charge and her deputy are qualified to level 5. Staff we spoke with told us they feel well supported and enjoy their work. Staff files contain evidence of effective recruitment and monitoring, although not all files contained a clear photograph as a form of identification.

There are well-established partnerships with parents, other agencies and the wider community. We spoke with four parents/carers who spoke very highly of the service. They were particularly complimentary about the approachable team and the flexibility that the service offers to working parents. Written progress reports are given to parents regarding their child at the end of each term, and there is an open-door policy to promote effective partnerships.

## **5. Improvements required and recommended following this inspection**

### **5.1 Areas of non compliance from previous inspections**

None

### **5.2 Recommendations for improvement**

We made best practice recommendations as follows:

- Ensure independence at snack time is consistently encouraged;
- consider the new Welsh Government best practice guidance 'Food and Nutrition for Childcare Settings';
- review the infection control audit tool as recommended annually;
- ensure review dates of all policies and procedures are clear and
- ensure all staff have a clear photo on their staff file.

## **6. How we undertook this inspection**

This was a full, unannounced inspection which was undertaken as part of our normal schedule of inspections. One inspector completed one visit to the service for approximately six hours. We:

- Observed staff practice and interactions with children;
- spoke to the person in charge and all staff present, some children present and four parents/carers;
- reviewed information held by CIW, including the last inspection report;
- examined a range of documentation including, policies, procedures, daily records, children's files, all staff files and other relevant records maintained at the service;
- undertook a visual inspection of the areas used by children and
- provided verbal feedback at the end of the inspection to the person in charge, deputy and staff team

Further information about what we do can be found on our website:

[www.careinspectorate.wales](http://www.careinspectorate.wales)

## 7. About the service

Type of care provided	Children's Day Care Full Day Care
Responsible Individual	Leanne Marsh
Person in charge	Emma Monroe
Registered maximum number of places	28
Age range of children	2-4 years
Opening hours	9:15am – 11:45am Monday – Friday 12:30pm – 15:00pm Monday – Friday
Operating Language of the service	Welsh
Date of previous Care Inspectorate Wales inspection	13 and 20 October 2016
Date of this inspection visit	13 September 2019
Is this a Flying Start service?	Yes
Is early years education for three and four year olds provided at the service?	No
Does this service provide the Welsh Language active offer?	This is a service that provides an 'Active Offer' of the Welsh language. It provides a service that anticipates, identifies and meets the Welsh language and cultural needs of people who use, or may use, the service.
Additional Information: None.	

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