



# Childcare Inspection Report on

**Sandy Feet Day Nursery**

**Dew Road  
Port Talbot  
SA12 7HE**



**Date Inspection Completed**

08/01/2020

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## **Description of the service**

Sandy Feet Day Nursery provides full day care for a maximum of 27 children. The care is offered to children from birth to twelve years and the opening hours are 6am to 7.30pm, Monday to Friday. The nursery provides the service through the medium of English. The registered person and person in charge of the service is Jodie Rees.

## **Summary**

### **1. Overall assessment**

Children at this service have a strong voice. They are happy, settled and have developed positive relationships. Children are able to follow their own interests and have opportunities to develop independence. Improvements have been made following the previous inspection, however, improvement is needed for pre-employment checks to ensure the service is fully compliant.

### **2. Improvements**

Since the previous inspection, the leader has introduced the use of smaller jugs to allow children to pour the drink of their choice independently. They have introduced some natural resources as part of the toys and resources available to the children, as well as using natural materials to enhance children's play.

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

We also made a recommendation regarding the hygiene procedure for washing babies' hands and risk assessments for new staff at the back of this report.

# **1. Well-being**

## **Summary**

This was a focused inspection, we have not considered this theme in full, therefore, we have not issued or revised any ratings awarded previously. However, children are settled, happy and have a strong voice.

## **Our findings**

Children have a strong voice. They have a wide variety of choice and their views/choices are listened to. Children choose which toys and resources they could play with, which books to read, either by themselves or by a staff member and what colour to paint their pasta. When one child requested bubble play, plans were changed and the child's interest was followed. Children had freedom to move around the rooms and chose activities.

Children feel very safe, happy and valued. Children showed positive attachments, approaching members of staff for reassurance if needed and children who came in from the school run settled quickly into routine, sitting at the table waiting for lunch.

Children interact happily with each other and with staff. There were lots of smiles towards staff, children listened to instructions and shared their toys and resources with others. One child, was very willing and happy to share his ring of ribbons to encourage others to join in with music and movement.

Children thoroughly enjoy their play and learning. There were lots of happy faces and excited jumps when taking part in the blowing bubbles activity. Children concentrated for a good amount of time and enthusiastically took part in circle time activities.

Children become independent successfully. Children have a range of opportunities to develop independence including washing and drying hands and pouring their own drinks, however, they received support if needed.

## **2. Care and Development**

### **Summary**

This was a focused inspection, we have not considered this theme, therefore we have not issued or revised any ratings awarded previously.

### **Our findings**

### **3. Environment**

#### **Summary**

This was a focused inspection, we have not considered this theme, therefore we have not issued or revised any ratings awarded previously.

#### **Our findings**

## **4. Leadership and Management**

### **Summary**

This was a focused inspection, we have not considered this theme in full, therefore we have not issued or revised any ratings awarded previously. However, we looked at issues raised in an anonymous concern relating to staff employment and followed up on recommendations in the previous report. We found that the responsible individual has addressed nearly all of the recommendations from the previous inspection, however, improvements are needed to ensure the service is fully compliant.

### **Our findings**

The responsible individual has a clear vision for the service that they share with others. They maintain and share an up to date, informative statement of purpose that accurately reflects the service provided and meets the National Minimum Standards (NMS). The responsible individual sets high expectations of the staff. They actively encourage the staff to become familiar with their roles and responsibilities and they challenge poor performance. They set regular challenges for staff to ensure they become familiar with the expectations of the service. For example, leaders set activities for staff to look at specific areas of the NMS, including asking questions about safeguarding or health and safety. The responsible individual uses this to inform staff supervisions, appraisals and planning for future service development and training needs. The responsible individual ensures that they engage with CIW and notify CIW of significant events. During the inspection, we saw that, the responsible individual had put into place preventative measures and risk assessments following a reported event. We also followed up on the recommendations from the previous report. The responsible individual has purchased smaller jugs to encourage more independence in the children, they have introduced natural resources to use in the rooms and as part of planning for enhanced learning and staff have implemented a hygiene routine to wash babies hands, however, improvement is needed to ensure that there is no cross contamination.

The responsible individual actively implements self-evaluation. They seek and implement the suggestions of children, their parents/carers and practitioners. They produce a yearly report which evaluates what they are doing, discusses what they are able or not able to implement and explains their plans for the future.

The responsible individual has systems and processes in place to ensure the service meets nearly all of the NMS and regulations, however, not all pre-employment checks were in place for recently appointed staff. The responsible individual had not obtained a reference or a medical declaration for one member of staff and had not obtained any references for another member of staff. They explained that they had obtained one verbal reference but had not made a record of this. Although all staff had current Disclosure and Barring Service

(DBS) checks in place, for three staff members these were after they started their employment. The responsible individual explained that staff had previous DBS' before starting, however, they had not made a record of the previous certificate number. The dates recorded, are the certificates which are done specifically for the service. The responsible individual informed us that they had discussed any gaps in employment history, however, they had not made a record of this for two staff members. The responsible individual explained that there are specific processes they follow during pre-employment. For example, they have made numerous attempts to seek references for staff including emails, letters and visiting the previous employer, without success. However, this had not been recorded. Since the inspection visit, the responsible individual has confirmed that all staff files have two references, there are records of gaps in employment, each staff member has a medical declaration, there is full information about DBS' and there is written records of attempts to complete all pre-employment checks.

The responsible individual implements an effective performance management process which encourages staff to attend a range of training as well as giving staff opportunities to suggest training. Staff have attended a range of courses including food hygiene, manual handling and first aid. Leaders carry out regular supervision and appraisals, which include discussions on performance, improvements required, actions needed and timescales. Leaders implement a suitable induction procedure for all volunteers and staff. They have risk assessments in place for new staff, students and volunteers, however, these are general and do not identify specific risks or how they will minimise these risks. Staff explained that they are happy with the induction process, they felt that they were given information to work effectively and felt very supported by staff and leaders.



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

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

None

### **5.2 Recommendations for improvement**

We recommend that the leaders should:

- improve hand washing procedures to minimise the risk of cross contamination; and
- improve risk assessment to clearly show how new staff, volunteers or students are appropriately supervised pending receipt of all their suitability checks.

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

This was a focused inspection following an anonymous concern we received regarding staff employment. We also considered recommendations made at the previous inspection. One inspector visited the service on 8 January 2020 for approximately five hours. We:

- inspected a sample of documentation and policies;
- observed practice during the visit to capture evidence of children's well-being;
- carried out a visual inspection of the rooms that the children use;
- spoke to the staff and the responsible individual;
- read a questionnaire from a parent; and
- provided feedback by telephone on 10 January 2020.

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

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

## 7. About the service

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| Type of care provided  | Children's Day Care<br>Full Day Care   |
| Responsible Individual   | Jodie Rees   |
| Person in charge   | Jodie Rees   |
| Registered maximum number of places  | 27   |
| Age range of children  | 6 weeks – 12 years old   |
| Opening hours  | 6am to 7.30pm Monday to Friday   |
| Operating Language of the service  | English  |
| Date of previous Care Inspectorate Wales inspection                            | 01 April 2019  |
| Dates of this inspection visit(s)  | 08 January 2020  |
| Is this a Flying Start service?  | No   |
| Is early years education for three and four year olds provided at the service? | No   |
| Does this service provide the Welsh Language active offer?                     | The provider does not provide the 'Active Offer' in relation to the Welsh Language.<br>An 'Active Offer' means providing a service in Welsh without someone having to ask for it. This is part of the Welsh language Policy to develop and strengthen Welsh language in services. We recommend that the service provider considers Welsh Government's 'More Than Just Words follow on strategic guidance for Welsh language in social care'. |
| Additional Information:  |  |

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