



# Childcare Inspection Report on

**Stepping Stones Day Nursery**

**Stepping Stones Day Nursery  
Penymynydd Road  
Penymynydd  
CH4 0LG**



**Date Inspection Completed**

28/11/2019

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## **Description of the service**

Stepping Stones Day Nursery is located in Penymynydd . The registered person is Helen Bowyer who has appointed a manager to assist with the day to day running of the service. Care is provided from 8:00 to 18:00, Monday to Friday, closing for bank holidays and Christmas. Places are available for children aged from 0 to four, when they start full time school. The service is registered to care for up to 30 children.

English is the main language. This is a service that does not provide the Welsh Language 'Active Offer'.

## **Summary**

### **1. Overall assessment**

This was a focused inspection as a result of a concern relating to children's safety. We focused on well being and some aspects of care and development, the environment and leadership and management.

Children are able to make choices and decide where and what they want to do while at the service. They interact well and enjoy the activities available, which supports their learning and development. Staff keep children secure and recent changes have helped to ensure children are kept safe. The environment is safe and secure and children have access to appropriate spaces and facilitates. Leaders are open to advice and implement changes that support them in providing effective care and support to children.

### **2. Improvements**

No improvements were identified during this focused inspection.

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

We made recommendations relating to the nappy changing procedures, having practical first aid training and ensuring staff have opportunities to review policies.

# 1. Well-being

## Summary

Children make choices and decisions about how they spend their time. They are happy and settled in a service where they form positive bonds with staff and their peers. Children interact well and learn to cooperate. They enjoy the opportunities and experiences they have at the service and develop a range of skills through their play.

## Our findings

Children have options and choices as their ideas needs and interests were listened and responded to effectively. They moved around their respective rooms freely, choosing from the activities and resources available. Children were asked about how they wanted to spend their time. For example, a child was asked if they wanted to make a bauble for the Christmas tree. Children who were not yet able to communicate verbally made their needs know and were able to communicate using non verbal cues which staff responded well to.

Children evidenced they felt safe as they were happy to talk to us. For example, introducing themselves and telling us what they were doing. Children arrived happy to be at the service and separated well from parents. For example, a child who had returned after a period away happily joined their friends and staff on their return. Children had formed obvious positive bonds with staff, as was seen when they enjoyed playing alongside staff and invited them to join them. We saw lots of smiles and enjoyment as they played.

Children interacted well with each other and adults. They played together cooperatively, for example, enjoying the farm equipment in the small world Children confidently talked to staff about what they were doing and about Christmas, which was the current topic. Children were polite, using their manners during snack time. For example, babies said "ta" when given their toast for snack, mostly without being reminded by staff.

Children were actively involved in an activity and showed enjoyment as there was lots of chatter and smiles seen. Children were happy to join in with and independently chose to complete the adult led activities.

Children had some good opportunities to develop skills through the free play activities available and the adult led activities that were observed and facilitated by staff. Children had opportunities to be independent that were suitable for their age and stage of development. For example, children completed self registration themselves on arrival by putting their name and photo on the board to show they were in attendance. A younger child having their nappy changed was happy to independently and safely return to their playroom, which was very close by, while the staff member finished cleaning the mat.

## **2. Care and Development**

### **Summary**

As this was a focused inspection, we did not inspect the whole of this theme and focused on, how well the staff keep children safe and healthy. However, the whole of this theme will be considered at future inspections.

Staff are aware of the policies and procedures and implement recent changes to ensure children are kept safe. They promote a healthy lifestyle but nappy changing procedures need reviewing.

### **Our findings**

Staff generally kept children safe and healthy. They were fully aware of the changes to some procedures that ensured children were not put at unnecessary risk of harm and these had been shared and implemented by staff. Staff ensured accident and incident records were kept up to date and shared with parents. These records also showed that appropriate treatments and procedures had been followed. Staff implemented some positive practices that promoted a healthy lifestyle. Nutritious snacks were provided, hand washing promoted and regular drinks were made available to ensure children remained hydrated. However, nappy changing procedures did not always follow current best practice guidelines in relation to cleaning the changing mat before and after it was used, which would reduce the risk of spreading infection.

### **3. Environment**

#### **Summary**

As this was a focused inspection, we did not inspect the whole of this theme and focused on, how well do leaders ensure the safety of the environment. However, the whole of this theme will be considered at future inspections.

The environment is safe and changes to some procedures have helped ensure risks are managed well or eliminated where possible. Leaders provide appropriate spaces for children, which are suitably equipped with resources and facilities.

#### **Our findings**

Leaders had ensured the service was safe and secure. The main entrance was kept locked and visitors were recorded, ensuring no unauthorised access was possible and records could be referred to in the future if needed. Staff and children's attendance was recorded which ensured everyone could be accounted for in an emergency. Updates to procedures followed by staff helped to ensure risks were managed well.

The environment was suitable for children attending. Leaders provided enough rooms for children to be grouped according to their age and stage of development. This helped to ensure children had access to suitable resources and facilities.

## **4. Leadership and Management**

### **Summary**

As this was a focused inspection, we did not inspect the whole of this theme and focused on, how effective is leadership. However, the whole of this theme will be considered at future inspections.

Leaders understand the service they offer and generally manage it well. They respond proactively to any variations needed and advice given, with changes implemented to help improve the service and care offered.

### **Our findings**

Leaders generally managed the service well. They were actively involved in the day to day running of the service and had a dedicated team of staff. Leaders acted quickly and effectively to a recent incident. Processes and procedures were reviewed and updated to help prevent it from reoccurring. The changes and updates had been effectively shared and explained to all staff through new policies, procedures and risk assessments and through staff meetings. However, we noted there was not a procedure in place to ensure staff had regular opportunities to look at the policies to ensure they fully understood them. A full and thorough investigation had taken place where statements were taken to ensure staff were aware of the severity and consequences if procedures were not followed. Leaders were fully aware of the regulation to notify us of significant events, they were open and transparent with us about what happened and provided all the necessary information to us and others involved.

## **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 the following recommendations;

- nappy changing procedure to be reviewed to ensure current best practice guidance is followed by all staff;
- consider having practical paediatric first aid training for staff and not just relying on online courses so staff have practical experience of dealing with incidents and accidents and they have opportunities to ask questions if needed, and
- share and review policies with staff regularly to ensure they are kept updated and aware of the procedures they should be following.



## 6. How we undertook this inspection

This was an unannounced focused inspection undertaken after receiving a notification from the service about a concern related to the safety of the children. We found correct procedures were followed after the incident and effective changes had been made to help ensure the incident should not be able to happen again. One inspector visited the service on 28 November 2019 from 8:30 to 11:00.

We:

- inspected changes and updates to risk assessments and policies and procedures;
- looked at the environment and procedures implemented to ensure children were safe;
- observed some practice to capture evidence of children's engagement and the care being provided by staff;
- spoke to the children, the manager in charge on the day and some staff;
- discussed the concern raised with the manager, and
- gave feedback to the manager with agreement from the registered person.

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
Registered Person	Helen Bowyer
Registered maximum number of places	30
Age range of children	0 – 4 years (when they start full time school)
Opening hours	8:00 – 18:00 Monday to Friday, closing for Christmas and bank holidays.
Operating Language of the service	English
Date of previous Care Inspectorate Wales inspection	15 July 2019
Dates of this inspection visit(s)	28 November 2019
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?	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 considers the Welsh Government's 'More Than Just Words follow on strategic guidance for Welsh Language in social care.'
Additional Information:	

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