



Childcare Inspection Report on

LCDP OSC Holiday Provision

**Brynna Commuinity Centre
Heol Dewi
Brynna
Pontyclun
CF72 9SP**



Date Inspection Completed

23/08/2019

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Ratings	What the ratings mean
Excellent	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
Good	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.
Adequate	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.
Poor	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

The service is registered with Care Inspectorate Wales (CIW) to provide care for up to 60 children under the age of 12 years. It is an open access provision and is available to children aged between 5 and 14 years of age. The service operates from Brynna Community Centre for 11 weeks of the year in the school holidays. A responsible individual (RI) has been nominated by Llanharan Community Development Project (LCDP) and there is a person in charge who is responsible for the daily operation of the service. It is an English speaking service with incidental Welsh introduced through play.

Summary

Theme	Rating
<u>Well-being</u>	Excellent
<u>Care and Development</u>	Good
<u>Environment</u>	Adequate
<u>Leadership and Management</u>	Adequate

1. Overall assessment

Children have excellent play and learning opportunities and very positive and warm relationships with their peers and the staff supporting them. They are highly motivated and independent children who relish the opportunity to explore and play independently. Staff are motivated, professional and support children across the age ranges effectively to ensure that their needs are met. The environment is satisfactory. Although there are very good outdoor facilities for children, the internal space would benefit from updating. Leadership is effective in many areas, with some robust systems in place to facilitate the smooth operation of the service. However, greater attention is required to relation to staff appraisals in line with legal requirements.

2. Improvements

Additional play equipment has been purchased to give children greater choice.

3. Requirements and recommendations

We advised the responsible individual that improvements are needed in relation to staff appraisals: Regulation 29 (3) (a) in order to fully meet the legal requirements. A notice has not been issued on this occasion, as there was no immediate or significant impact for children using the service. We expect the responsible individual to take action to rectify this and it will be followed up at the next inspection.

We have made some recommendations under the care and development, environment and leadership themes. They are discussed in the body of the report and summarised in section 5.2.

1. Well-being

Excellent

Summary

Children are very confident communicators. There are excellent opportunities for them to experience a wide range of outdoor play activities and to develop their independence. There are consistently good interactions with staff and children interact very positively with their peers. Children of all ages are very happy and extremely settled in their surroundings.

Our findings

Children have a strong voice within the service and very good opportunities to make choices and direct their play. They confidently told staff what activities they were interested in and their choices were respected. Children approached staff to tell them they were going to the 3G pitch to play football or into the woods to play. We spoke to a number of children all of whom said that the staff listened to them and they could decide independently what they wanted to do. There was flip chart paper with comments by the children identifying the activities they were keen to try out during the holidays, including their play preferences, such as going to the woods. It was evident during our inspection that children's voice was very strong as we saw children consistently following their play choices and making independent decisions.

Children cope extremely well with separation from their parents. Many of the children attend other settings run by LCDP so already know staff who work at other projects. This means that there are very warm, established relationships with the staff team. Children were excited on arrival at the setting and many immediately ran outside to play, with a smaller group preferring to stay inside. Children told us that they love coming to the setting and comments left by children on flip chart paper included '*Staff lovely*', '*feels like a family*' and one child wrote '*how nice people are.*'

Children are highly respectful of resources and show consideration and sensitivity towards others. We observed some children helping to clean floors and tidy resources away at the end of the session. We saw lovely examples of inclusive play with children with additional needs being welcomed and encouraged to participate in a game of football, resulting in children smiling broadly. Children across all age groups enjoyed playing together and we saw children making a den and a group of children setting up a café and producing a café menu. They shared resources and equipment and children enthusiastically chatted with each other when playing and discussed what others things they were hoping to do before the end of the summer.

Children are very motivated and show a real interest and enthusiasm in their play. They were continually occupied and stimulated, spending most of their time outdoors. They have access to a wide selection of age appropriate play and they very much enjoyed physical activities such as archery, football and den building, alongside other physical based

activities. On day two, a large group of children visited the larger wood some distance from the community centre.

Children have excellent opportunities to develop their independence and problem solving skills. They help in the tuck shop, persevere at tasks for good lengths of time and find solution to problems independently of staff. After a number of attempts, we witnessed a child secure a hook over a tree to inflate a large parachute and saw a group of children organise an archery competition and debate the rules of the game. They have opportunities to take appropriate risks, and use large apparatus, such as a zip wire and tree swing with confidence.

2. Care and Development

Good

Summary

The staff team are committed to providing children with a broad range of play activities in line with play work principles. They give children freedom to explore the outdoors and make independent decisions. They are aware of their responsibilities to keep children safe and support children's development efficiently.

Our findings

Staff have a good understanding of their responsibilities to keep children safe. They are aware of their role in relation to child protection and their responsibilities to act if they have concerns about a child. They are clear about referring concerns to leaders and their role in this process. There is an appropriate medication policy, although staff are required to administer medication only rarely and medication forms we examined were appropriately completed. We observed effective supervision of children, with staff located in different areas including the 3G pitch, the wooded area and the park. RCT is currently piloting the 'Holiday Hunger Initiative', and the service is only one of six in the borough chosen to participate in this scheme. This provides children who attend the service with a packed lunch. The service also make fresh fruit available. However, the tuck shop where children can purchase snacks after their lunch offers sweets, crisps and squash, so does not follow Welsh Government guidance in terms of healthy snacks and drinks. As an open access provision, it is difficult to monitor snacks children bring into the setting, but the introduction of healthier alternatives would be beneficial

Staff understand the importance of supporting children's social development and there is an emphasis on children learning to self-regulate and resolve issues independent of adults. There is a behaviour management policy and this outlines the specific strategies used by staff to support behaviour. During the inspection, staff were not required to intervene as children's behaviour was very good, but observation of staff showed that they were positive role models and respectful towards all of the children and each other. As a result, there was a very warm, relaxed and friendly atmosphere in the setting and very positive relationships between staff and children.

Staff recognise the importance of regular outdoor play, support children effectively, and plan for a broad range of activities. However, written evidence on the effectiveness of activities could be stronger. The service recently took part in the National Play Day event and staff participate in fund raising events to benefit children who attend the service. There is a strong emphasis on children taking ownership of their play, making independent decisions and problem solving. Observations of practice showed that staff are motivated, engage well with children and there is good supervision and support for children with

additional needs. Parents we spoke to were highly complimentary about the quality of the staff, the support they offer and the range of activities they provide.

3. Environment

Adequate

Summary

The service operates from a community centre and is a pack away service, as other community groups also use the building. Externally, there is very good outside provision for physical play activities and exploration, with a good selection of play resources. Whilst, internally there is sufficient space for children, the premises would benefit from updating.

Our findings

Leaders have appropriate systems in place to ensure children's safety. Health and safety checks are completed in relation to fire, electrics and gas, and records evidenced this. On the 22 July 2019 the fire evacuation plan was reviewed and records showed that fire drills are conducted, although they could be more frequent so that all children have the opportunity to practice the evacuation procedure. Hazards are identified and where possible minimised, with risks assessments covering areas such as the building, park and sport areas and wood, the zip wire, large apparatus, water play and play with fire, although there was no current risk assessment for the tree swing in the wooded area.

Leaders provide a suitable environment for play activities. Externally, there are a number of different areas available for outdoor play activities immediately adjacent to the community centre. These include a large playing field and a 3G pitch for sport activities. Attached to the community centre there is a good size play area equipped with a range of large play apparatus. There is a small wooded area close to the community centre for children to explore. The benefit of these spaces is invaluable and we noted during our inspection that most children spent all of their available time playing outdoors, climbing, playing sports and exploring the woods. Internally, there is a large hall benefitting from natural light. Located off the main hall is a small kitchen and another room which is occasionally used by the children. The internal spaces did look tired and leaders told us that there are plans to decorate within the coming weeks. Toilet facilities are accessible to children but have not been updated for some time.

Leaders have accumulated a good selection of play resources for children. Many of the resources are stored in the service's van and brought out as and when required. We saw a good selection of art and craft resources and use of recyclable materials such as cardboard. There is a wide range of sport and play resources such as a large parachute, sport equipment, craft materials and den building equipment. All the resources we saw were well maintained and in good order. Children also benefit from access to larger play equipment, such as a zip wire, swings, roundabout and climbing apparatus.

4. Leadership and Management

Adequate

Summary

Leaders have some effective systems in place to facilitate the smooth running of the service, but legal requirements are not being met in relation to staff appraisals. There is consistent and strong monitoring of the service to plan for improvements. Leaders place importance on developing career pathways for young people in the childcare sector and the staff team are well qualified. There are positive partnerships with parents who value the service provided.

Our findings

Leaders have developed appropriate record keeping systems to benefit the operation of the service. There is a well organised policy file and we saw a good range of policies reflecting the ethos of the service. The statement of purpose provides parents with information about the service, but it lacked detail in some areas and leaders have since updated this document. We examined records on children and with the exception of one; they were up to date. However, one record did not accurately reflect a child's current circumstances. As part of the referral process, it is important that records of children referred via RCT 'Care to Play' contain the most up to date information.

Leaders have good systems for monitoring and reviewing of the service. Documents we viewed showed consultation with parents, children and staff as part of the quality assurance process. There is an ongoing consultation survey and information gathered from this feeds into the strategic plan. The review of quality of care report was detailed, containing feedback from service users and identified priorities for improvement across well-being, staffing, the environment and leadership.

Management of the service is effective in some areas, but leaders are not meeting their legal requirements in relation to staff appraisals. We examined staff files and found that one member of staff had not received an annual appraisal as required by regulations. We also found that on occasions when there has been more than six months between formal supervision. Regular supervision would give staff greater opportunity to discuss their practice and areas for development. There is efficient management of the service in other areas. There is a well qualified staff team. Mentoring and up-skilling of volunteers is strongly embedded in the service and this offers young people the possibility of securing employment within the childcare sector. The person in charge has an Advanced Play Work qualification and as an accredited trainer, he recognises the importance of volunteers having access to training and a play work qualification.

Leaders have established very positive partnerships with parents. We spoke to nine parents during the inspection. They commented on the quality of the service and staff, including the

person in charge, and all said their children are happy and enjoy attending. More than one parent stated that the service was '*superb*' and many parents commented on how invaluable the service was in the holidays. Parent participation is encouraged and welcomed at the National Play Day event. Leaders have also forged good links with RCT's sports development officers and the 'Care to Play' team.

5. Improvements required and recommended following this inspection

5.1 Areas of non compliance from previous inspections

None

5.2 Recommendations for improvement

- Review the frequency of formal one to one supervision;
- ensure children's records are up-to-date and reflect their current individual needs;
- review the frequency of fire evacuation drills and complete a risk assessment of the tree swing;
- consider redecoration of internal spaces and updating of toilet facilities;
- review snacks/drinks provided in the tuck shop and
- consider how evaluation of activity planning can be evidenced.

6. How we undertook this inspection

This was a full, unannounced inspection as part of our normal schedule of inspections. It involved one inspector visiting the service on two separate occasions for approximately eight hours. As part of the inspection process we:

- Spoke to the RI, PiC, children, staff, volunteers and nine parents;
- observed practice and interactions between staff and children;
- examined service documents including policies and staff information;
- completed a visual inspection of the internal and outdoor facilities and
- considered information available to CIW including the previous inspection report.
- We fed back our findings to leaders at the end of the inspection.

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

www.careinspectorate.wales

7. About the service

Type of care provided	Children's Day Care Open Access Play Provision
Responsible Individual	Jane Hawkshaw
Person in charge	Benjamin Thomas
Registered maximum number of places	60
Age range of children	5 to 14 years
Opening hours	10.00am to 1.00pm, Monday to Friday 11 weeks of the year during school holidays
Operating Language of the service	English
Date of previous Care Inspectorate Wales inspection	5 August 2015
Dates of inspection visit(s)	22 August and 23 August 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. We recommend that the service provider considers Welsh Government's <i>'More Than Just Words follow up strategic guidance for Welsh language in social care.'</i>
Additional Information: None	

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