



Childcare Inspection Report on

Rompers Day Nursery

**Glynneath Training Centre
72 High Street Glynneath
Neath
SA11 5DA**



Date Inspection Completed

11/03/2020

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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

Rompers Day Nursery was registered in March 2003. They provide full day care for a maximum of 19 children between 18 months to 11 years of age. The responsible individual is Malcom Scott and the person in charge is Louise Davey. The nursery is located on the first floor of the Glynneath Training Centre. The opening hours of the nursery is between 8am and 5pm, Monday to Friday. Care is provided through the medium of English and incidental Welsh is used.

Summary

Theme	Rating
Well-being	Good
Care and Development	Good
Environment	Good
Leadership and Management	Good

1. Overall assessment

Children at Rompers Day Nursery are happy, safe and enjoy their time at the nursery. Staff follow policies and procedures well in order to keep children safe and healthy. Leaders ensure the environment is safe, welcoming and a good range of toys and resources are available for the children. Leaders are organised and partnerships with parents are good.

2. Improvements

Leaders at the service have implemented significant changes to this service. These are listed below:

- Hazards and safety of windows with minimizer locks have been safely installed;
- the nursery is securely locked preventing unauthorised access to members of the community;
- appraisals and supervisions are regular and effective;
- contracts and permissions are in place for children attending the nursery
- fire drills are regularly conducted and recorded with numbers of staff and children present;
- leaders collect views of children, staff, parents and other agencies to create an annual quality of care report;
- attendance of staff and children are robustly recorded and monitored by leaders;
- leaders have obtained a good range of resources and activities for children through funding sources;

- policies for medication, child protection and nappy changing have been updated;
- staff are adhering to hygiene policies and procedures at meal times and nappy changing times, following infection prevention and control guidance from Public Health Wales; and
- leaders and staff record existing injuries.

3. Requirements and recommendations

We have made recommendations in relation to care and development and environment themes which are listed at the back of this report.

We have advised the registered persons that improvements are needed in relation to records regulation 28 (b) (ii) 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 person to take action to rectify this and it will be followed up at the next inspection.

1. Well-being

Good

Summary

Children express themselves well and feel safe and happy. They interact well with others and confidently communicate their needs with staff, knowing they will be listened to.

Children happily engage in the activities and resources, showing interest and enjoyment in their achievements. They are developing good independence skills.

Our findings

Children express themselves well. They told staff they wanted to perform Welsh songs they had learnt in school. They are confident communicators as they told staff they wanted to bring their craft work home at the end of their time at the nursery. Children's desires to undertake more craft activities was acted upon and children excitedly made more 'Gruffalo' masks with glue and craft resources. Children have good opportunities to make choices and decisions. They chose trucks, cars, jigsaws, role-play and moved from one area of the nursery to another freely. Older children feel their opinions are respected. An example of this was when they wanted privacy to change from their school uniforms to their day to day dresses which was respected.

Children feel safe, happy and valued. They cope well with separation and their individual needs are met as they arrived at the nursery. For example, they took staff members' hands to play happily with other children. Children have a good sense of belonging within the nursery as they immediately went to help themselves to resources on their arrival. Children's feelings are acknowledged as they showed their likes and dislikes during lunchtime. For example, some children didn't want to eat the vegetables and noodles which were provided, and selected to eat the crackers, ham, cheese and tomatoes instead which was provided as an addition to the lunch.

Interactions between children were consistently good. They engaged in activities and helped each other to build towers using wooden blocks and laughed as the blocks fell to the floor. Children expressed good interactions as they enjoyed playing in the 'Rompers Café' where they said "*Please may I have an ice cream?*" and children responded saying "*Yes, do you want strawberry or chocolate?*" Children showed bonds of affection and friendships towards each other. A good example of this was the delight and excitement they showed as older children arrived at the nursery, they ran to them and smiled happily. Children are polite and generally use good manners. They said "*Thank you*" when given more water and milk at lunchtime. Children are engaged and show respect towards staff by listening attentively to stories and tidying when prompted. Children followed rules that affected them, for example, they all washed their hands with soap and water and listened to prompts to walk nicely.

Children actively expressed their enthusiasm and enjoyment in activities that were on offer to them. For example, when playing with the small world farm animals, young children

excitedly made animal noises such as “*cockadoodledoo!*” Children are interested in their play and learning. They enjoyed playing in the water play area with pipes, funnels and ducks. Children have opportunities to relax, they enjoyed the home corner area with sofas, and some children decided to snuggle on the sofa with a fleece blanket before they had lunch. Other children made sure they were cared for, placing the blanket over them. Children voluntarily went to the reading corner for quiet times and selected books of interest to them.

Children have freedom to safely explore the indoor environment and the outdoor environment was accessed with staff supervision at limited times during the day. Children have many opportunities to initiate their own play and create tasks whilst they also have opportunities to participate in circle time discussions on feelings, songs and story time, which they enjoyed. Children showed a good sense of achievement in their abilities to create great craft work as they smiled and showed staff their playdough cuttings. Children confidently showed their interests during problem solving activities as they solved puzzles together and imaginatively. They used role-play props in the hair dressing salon corner and construction play.

Children are making good progress to develop and learn through play independently. They self-registered their personal pictures on the ‘*sut wyt ti heddiw?*’ (how are you today?) wall of the nursery. Whilst playing in the construction and water play areas, children wore aprons without adult’s support. Children dressed themselves and children took their bags and coats to staff to place on the pegs which were too high for them. Children chose their snacks from bowls passed around the table. Children ate with cutlery provided. Older children helped themselves to water and cups in the playroom independently.

2. Care and Development

Good

Summary

Staff follow policies and procedures keeping children safe and healthy. They provide effective positive interactions with children. Staff provide good opportunities for children to develop their independence; however, there is room for improvement in some areas.

Our findings

Staff understand and implement policies and procedures to promote healthy lifestyles. Staff implement robust cleaning and good hygiene procedures at all times as they had cleaning records, which were updated daily. Staff who prepared lunch and snacks wore protective clothing, washed their hands before providing food and sanitised eating areas before meal times. Staff identify and actively manage risks well. They ensured allergies of children were recognised and staff were actively aware of their dietary needs. Nappy changing procedures were followed as staff wore protective clothing, sanitised the areas after each change and washed their hands. Safeguarding is prioritised and staff have a good understanding of their responsibilities to protect children. For example, they showed a good understanding of procedures that are in place in relation to scenarios in relation to child protection. Staff are working towards the implementation of the Welsh Government's best practice guidance, Food and Nutrition for childcare settings. They prepared balanced healthy menu choices for children. They prepared noodles and vegetables for children at lunchtime with water and prepared snacks of ham, cheese, cucumber and yoghurt with a choice of milk and water at other times. Water is available for the children at all times within the play area, which is monitored by staff, and cups are washed after use. Nearly all staff members had child protection and first aid training that was in date. Staff make a record of accidents and injuries, which occur in the nursery. These are signed by parents/carers and staff. Existing injuries are recorded. Policy for administration of medication is followed, and previous dosages, current dosages, dates, times and signatures of parents/ carers and staff are recorded.

Staff understand the behaviour management policy and consistently implement and encourage positive behaviours. They encouraged children to be kind as they were building a tower of blocks together. Staff have a good understanding of the children in their care and are sensitive towards their needs. They could see that children waiting for parents and carers were feeling anxious therefore gave them a cuddle and reassurance that mummy was on her way. Staff are responsive and listen to children's views. They asked children which books they wanted read to them and what songs they wanted to sing during circle time and listened to children's wishes as they sat where they wanted at lunch time. Staff praise children continuously. They praised children for saying 'thank you' and encouraged other children to use good manners. Staff praised children for their craft work, eating food and gave them recognition for their abilities to dress themselves independently. Staff interacted well with children as they played in the water and sand play areas encouraging language patterns and recognition of shapes and colours.

Staff provide a broad range of play and learning opportunities and encourage children's learning and engagement. During story time children were encouraged to join in the sounds and phrases in the story 'We're going on a bear hunt.' They encouraged children to participate in singing Welsh and English songs. Planning showed continuous provision for themes and resources available for children that were exciting and interactive. For example, staff provided 'Gruffalo' characters, leaves and objects in the tuff trays. There were plenty of books for children to choose that were bilingual and encouraged cultural diversity. Staff are aware of the children's individual development and plan well for their next steps. They regularly review progress through assessment and observations of children. Key workers knew their children well and planned activities based on observational techniques, next step goals and interests of children. Staff ensure children have a broad range of opportunities to learn about other cultures, religious and Welsh dimension activities and stories, which include Chinese New Year, Christmas, St. David's Day, Easter and other seasonal themes.

3. Environment

Good

Summary

Leaders provide a safe and secure environment for children. They actively manage most risks and all environmental records are kept safely. Leaders provide a good range of resources, toys and equipment for the age and stage of children.

Our findings

Leaders ensure the environment is safe, secure and well maintained. The nursery is securely locked and visitors to the service only have access by ringing a doorbell from outside the building. Leaders and staff monitor the CCTV throughout the day. Leaders have effective measures in place to ensure that everyone understands their responsibilities in relation to safety and welfare of children. Leaders ensure all locks on windows are safe and daily risk assessment records are recorded. They organise regular cleaning routines that reflect good hygiene practices, which are recorded. Leaders complete effective general and fire risk assessments that are regularly reviewed and acted upon. They complete fire safety checks and fire drills are recorded regularly with details of staff and children present.

The premises is welcoming, warm and well ventilated which is situated on the first floor of the premises. Leaders ensure the environment has good indoor play space for children to move freely. There is an open plan space for children to move freely from the sensory room to the main play and learning area. They ensure the environment meets children's needs. Toileting facilities are accessible and potties are available for children if needed with wash basins and liquid soap available for children. Leaders provide a changing mat for nappy changing. Privacy and dignity needs of children are met. Tables and chairs are appropriate for the age and stage of children. Leaders ensure the enclosed outdoor play space is used as often as possible under adult supervision as this is on the ground floor of the nursery. However, there is room for improvement due to lack of space and resources.

Leaders organise the environment well so that it provides a good range of play opportunities suitable for the age range at present. They provide areas of learning which include a role play café with plastic foods and cooking utensils; role play hairdressers and a home corner for relaxation; small world play with dinosaurs, dolls house and farm animals; construction area with boxes of building resources, hats and clothing; dressing up area; book corner, sensory area with soft lighting and loose parts; water and sand play area; and creative corner with paints, crayons and pencils freely available for children. They have resources to promote children's curiosity about the wider society, promoting equality, and learning about cultural awareness. There are multicultural books and dolls available for children. There was a mixture of Welsh and English books and labels on the walls promoted both Welsh and English vocabulary. There is an outdoor area that presents some play opportunities for the children. This includes bikes, trikes, sand and gardening area, mud kitchen with utensils, construction and a mark making area.

4. Leadership and Management

Good

Summary

Leadership is well organised. They have a clear vision for the service and ensure policies and procedures are well embedded in order to meet the needs of the children. Self-evaluation and planning for improvement is continuous and effective. Leaders manage staff and resources well with a strong sense of pride within the service. Partnerships are very good and parents and carers feel their children's needs are met effectively.

Our findings

Leaders have a definite vision for the service. Leaders maintain and share an up to date informative statement of purpose that was updated during the inspection process to reflect the needs of children cared for at the service. Leaders comply with nearly all relevant regulations and meet the national minimum standards. Leaders update policies regularly and some during the inspection process, further policies were updated. Leaders are confident of their responsibilities to protect children. Leaders are aware of the 'Prevent duty' in relation to current radicalisation guidance. Leaders ensure staff read and sign to confirm they have read the policies that are implemented in practice. Leaders ensure that staffing ratios are met. For example, we looked at the ratios on the day of inspection and a previous date, which showed the ratios of adults to children were fully met, and supernumerary available to undertake other duties. Leaders ensure that the required records are kept. For example, all car documents for those on school runs were presented and in date, and public liability insurance was valid.

Leaders set high expectations. They actively encourage their teams through regular meetings, rotas and roles of responsibilities shared with staff. Leaders keep up to date with best practice and implement these in their care through regular training. They have Welsh training, playworks, health and safety, health matters, Autism and sign language course. Leaders ensure they engage with Care Inspectorate Wales to notify of significant events on most occasions. During the course of inspection, leaders notified CIW of a recent new staff member. Leaders demonstrate that they are actively working towards the implementation of Welsh Government's best practice guidance Food and Nutrition for childcare settings as they have been on a training course and provide a balanced nutritional menu, which is available for parents and carers to see on the entrance area of the nursery.

Leaders actively implement self-evaluation. They seek and implement the suggestions of children, parents/carers, staff and other interested partners in creating a quality of care review of the service and implement improvements in a timely manner. They have already implemented the Welsh language course and use of Welsh in practice. Leaders have effective processes in place to enable service users to raise complaints and concerns if they wish to do so.

Leaders follow timely recruitment processes to safeguard children. They have good systems in place to update suitability checks as required. However, leaders only received one reference for a recently employed staff member. Leaders implement a good induction procedure for all staff. Performance management process is good and encourages staff to attend a range of training and apply their learning. For example, staff have had recent training on playworkers course, signalong and relationship based play training. Regular good supervisions and appraisals are carried out. There is a culture of continuous professional development which is modelled by leaders and staff feel they are always listened to and leaders are very approachable. There was a good working ethos within the nursery and the staff are experienced practitioners who are passionate about the children in their care.

Partnerships with parents are good. They keep parents/carers informed via an online app and they share information on child's progress regularly. At the entrance area of the service, there is a range of information leaflets for parents, photos of activities, policies, suggestion box, partnerships and development days arranged by flying start and information and guidance for parents on helping their children. Workshops for parents are advertised and conducted within the premises. Leaders have strong partnerships with outside agencies and other partners such as design to smile, healthy pre-schools, social services and flying start officers. Occasionally, they take children out on local visits to the local community park. Parents/Carers are very happy with the service provided for their children, for example, they informed us that staff kept them informed of their children's progress and they feel they can contact staff about anything. Another parent told us that Romper's Day Nursery was a fantastic nursery and the staff feel like family members. Parents told us their children are very happy at the nursery and provide the best care for their children.

5. Improvements required and recommended following this inspection

5.1 Areas of non compliance from previous inspections

At the previous inspection we issued a non compliance notice to Rompers Day Nursery because they did not meet their legal requirements in relation to:

- Hazards and safety: general safety of the premises; Regulations 25 (a) (c): At this inspection, we were satisfied the regulations were complied with. We saw risk safety locks on windows and the nursery part of the premises was securely locked.
- Employment of staff: the responsible individual had not established a system for regular appraisals and supervisions of staff; Regulations 29 (3) (a): At this inspection, we were satisfied the regulations were complied with. We saw that staff had regular supervisions and appraisals.
- Suitability of staff: ensuring staff have relevant training to work with children cared for at the nursery: Regulations 20 (1) (a) (b): At this inspection, we were satisfied the regulations were complied with. The service does not care for babies at present. Leaders ensured staff training was relevant for the children cared for during this inspection.

5.2 Recommendations for improvement

We recommended that the leaders undertake the following:

- to provide further opportunities for children to become independent at meal times;
- to include school runs in the risk assessments for outings at the service; and
- to continue to develop the provision for the outdoor area.

6. How we undertook this inspection

This was a full inspection undertaken by one inspector as an unannounced visit to the service on 26 February 2020 and 11 March 2020 for a total of seven hours and 30 minutes. Feedback was provided for one hour at the service on 11 March 2020.

- We inspected a wide range of records including the statement of purpose, registers, staff files, policies and procedures, accident logs and formal complaints;
- we spoke to the registered persons, staff, children and parents and we received questionnaires from nine parents and spoke to five members of staff;
- we used the SOFI 2 observation tool;
- we observed the care provided to children by staff; and
- we inspected the premises inside and outside.

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 Full Day Care
Responsible Individual	Malcolm Scott
Registered maximum number of places	19
Age range of children	18 months - 11 years
Opening hours	8am – 5pm (Monday to Friday)
Operating Language of the service	English
Date of previous Care Inspectorate Wales inspection	8 February 2017
Dates of this inspection visit(s)	26 February and 11 March 2020
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 is working towards providing an 'Active Offer' of the Welsh language and demonstrates a significant effort to promoting the use of the Welsh language and culture.
Additional Information:	

Date Published 03/08/2020

No noncompliance records found in Open status.