Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

Toadhall Montessori Nursery And Creche (Evansfield Road)

14 Evansfield Road
Llandaff North
Cardiff
CF14 2FA



Date Inspection Completed

22/02/2023

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About Toadhall Montessori Nursery And Creche (Evansfield Road)

Type of care provided	Children's Day Care Full Day Care
Registered Person	Sandra Clayton
Registered places	18
Language of the service	English
Previous Care Inspectorate Wales inspection	03 April 2018
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	This service 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.

Well-being	**Excellent**
Care and Development	**Good**
Environment	**Good**
Leadership and Management	**Excellent**

For further information on ratings, please see the end of this report

Summary

Children are extremely settled, confident, and happy at the setting. They have many opportunities to make choices about what they play with and how they spend their time. Children develop very strong relationships with staff and their peers. They thoroughly enjoy their play and learning. Children's independence is consistently encouraged throughout their time at the setting.

Staff are professional, well qualified and committed to their roles. They implement the setting's policies and procedures effectively to keep children safe and healthy. Staff know children well. They are patient, kind, and caring towards the children. They support children's learning and development during the children's free play and through a wide range of planned activities.

The environment is safe and secure. It offers a welcoming and well organised space with a 'home from home' feel. Routine safety checks and certificates for the building are in place. The environment is set up to promote children's play and learning and there is an outdoor area which children access daily. Children have access to good quality, interesting toys and resources that aid their development both indoors and outdoors.

Leadership and management of the setting is excellent. The management team are very strong and are passionate about providing an outstanding service. There is an extensive range of policies and procedures to support the running of the service which are updated regularly. People who run the setting have a strong culture of continuous professional development and staff feel valued. They have established very strong partnerships with parents.

Well-being Excellent

Children are extremely settled, confident, and enjoy attending the setting. Children cope very well with separation from their parents/carers. They develop strong bonds of affection with staff who look after them and they feel safe in their care. Children have a good understanding of routines at the setting which gives them a sense of security, belonging and enjoyment. For example, we saw children come readily to wash their hands before dinner, and heard children cheer happily when they heard it was time to go in the garden.

Children have many choices and opportunities to make decisions about how they spend their time at the setting. For example, we saw that when a craft activity is in progress, children can choose to take part or to play freely with the other resources and toys on offer. Children of all ages and stages of development express themselves confidently. For example, we heard children confidently telling staff how they liked their dinner and wanted more, we saw younger children lift their arms to staff to show they would like help on the slide, and we saw babies seek out cuddles and bring books to staff to share. Children know staff listen to their needs and wants and show an interest in their play. Children's voices are strong at the setting. Their likes and dislikes are recorded and used to plan future activities which are of interest to them.

Children are beginning to develop positive, healthy relationships with their friends and staff in line with their age and stage of development. They play happily alongside each other and sit together very calmly at mealtimes. We saw children chat happily to staff and each other as they ate their food. Children show respect for others and for the resources and toys they use.

Children are highly motivated and engaged in their play and learning. For example, we saw babies concentrating on books and smiling as they reached out to touch the picture that was being talked about. We also saw children concentrating as they chose to make marks on paper and other children happily using the ride on toys in the garden.

Children have exceptional opportunities to develop their independence skills. For example, we saw young children learning to feed themselves with cutlery. Children are encouraged to find their own coats and are learning to put them on. Babies and children are independent in making choices of things they wish to play with.

Care and Development — Good

Staff have a good understanding of their roles and responsibilities to keep children safe. They have a good knowledge of safeguarding procedures, the signs and symptoms of abuse and their own duty to report concerns. Staff promote health and hygiene effectively. They encourage children to wash their hands after playing outside and before food. Staff follow good hygiene procedures and wear disposable aprons and gloves when changing nappies and carrying out personal care. Staff undertake fire drills every 2 months, recording the time taken to evacuate, the number of children present and any areas that could be improved on. Staff record accidents, incidents and pre-existing injuries and share this information with parents. They regularly monitor these to look for patterns and trends. If children become unwell, thorough procedures are in place to ensure their condition is monitored closely. Staff accurately complete registers to show children's attendance, and ratios are always met. Staff ensure children have access to enjoyable daily outdoor play and learning experiences, bringing them the benefits of fresh air. Healthy eating is prioritised at the setting with children being offered a varied menu of healthy foods. Babies are offered drinks frequently; however, on the day of inspection, cups and water were not visible to them at all times of day. Since the Inspection, people who run the setting have told us that they have established a system where drinks are always visible to babies so that they can access them freely. Older children have access to drinks throughout the day.

Staff manage behaviour well at the setting. Staff understand the behaviour management policy and consistently implement positive strategies. They are kind, gentle, positive, and warm. This sets the tone for interactions at the setting. Staff are clear about boundaries; praise children often and gently discourage unwanted behaviours. For example, we saw a staff member gently encourage a child to sit back down while they ate their snack and then praise them as they sat calmly while eating.

Staff support children's learning and development effectively. They regularly observe children's play and learning to track their progress. This helps them plan activities to enable children's next steps in learning and development. Staff know children and their individual needs very well. In partnership with parents they regularly adjust the care and behaviour strategies they use to suit each child. However, information regarding changes in children's and babies needs and the up-to-date plans in place to meet these are not always available in children's records.

Environment — Good

The environment is safe and secure. The front door is locked, staff ensure only authorised entry to the setting and maintain a visitor's log. To increase safety of arrivals and departures, children enter and leave the setting using the back door. The back gate is locked whenever the garden is in use by children. Routine maintenance and safety checks for the building and all equipment are undertaken regularly and gas and electrical safety certificates are up to date. Thorough risk assessments are in place for different areas of the setting. People who run the service measure and record the temperature and complete regular safety checks of each room throughout the day. There is a robust cleaning schedule in place to ensure all the areas of the setting are kept clean and tidy, and we saw that the setting maintained its standards of safety and cleanliness throughout the inspection.

The environment is suitable, welcoming and child friendly. The setting operates from a house, adding to the 'home from home' feel. The rooms are light and bright and there is a mix of hard and soft floored areas. This gives children opportunities to eat and enjoy messy activities but also have more comfortable areas where they can play and relax. The areas have been thoughtfully laid out to promote children's play and independence. For example, there has been good use of the landing area by installation of a cruising bar and mirrors. We saw babies enjoying using this area to practice their crawling, standing, and walking. Coat hooks are at children's level and the setting has furniture to support children's independence. For example, child sized tables and chairs. Many of the toys are accessible at children's height. Those that are out of reach are labelled clearly with a picture so children can make choices and indicate what they would like to play with. There is an outdoor play area which is well maintained and presents interesting opportunities for children to play and learn.

Children have access to good quality, interesting toys and resources that aid their development. The resources are clean and in a good state of repair. In the outdoor areas, children have access to a variety of toys and equipment to give them varied outdoor play opportunities.

Leadership and Management — Excellent

People who run the setting have a very strong sense of purpose. They seek to promote and sustain excellent outcomes for children of all ages using the Montessori approach. Leaders are passionate about children's wellbeing, which is central to the setting's ethos. They share this passion with staff, creating a highly motivated and positive team. People who run the setting are highly organised and there is an extensive range of policies and procedures which are regularly reviewed. Written records are kept consistently and effectively and stored securely. The setting is very pro-active in seeking out and following best practice guidance. For example, menus are planned with reference to the Welsh Government's Practice Guidance for Health and Nutrition for Childcare settings.

People who run the setting continually look for ways to improve. They carry out an annual quality of care review. This is a meaningful process, and they use a variety of methods to obtain feedback from staff, parents, children, and anyone else involved with the setting to ensure that they can identify strengths and areas for development.

People who run the setting are very pro-active in workforce planning and follow robust recruitment processes to ensure there are always enough staff. Checks are carried out to ensure staff are suitable to work with children. There is a clear system in place to ensure that staff's Disclosure and Barring Service checks (DBS) are current. There are a suitable proportion of qualified staff at the nursery. People who run the service invest significantly in their staff team. All staff receive regular supervisions and annual appraisals. These are high quality and enable them to celebrate their strengths and identify areas for development. There is a strong culture of continuous professional development which is modelled by leaders. Staff we spoke to told us that they felt valued and supported by the management team.

People who run the setting and staff who work there have established very strong relationships with parents who spoke extremely highly of the setting and the care their children receive. Parents we spoke to told us they receive regular detailed feedback on their child's progress and always feel confident to approach staff. The setting works well in partnerships with other agencies when these are available. For example, the setting has worked with the Local Authourity to obtain the Gold Standard Snack award.

Recommendations to meet with the National Minimum Standards

R1. Ensure fresh drinking water is always freely available to children.

R2. Ensure children’s individual records are regularly updated.

Summary of Non-Compliance	
Status	**What each means**
New	This non-compliance was identified at this inspection.
Reviewed	Compliance was reviewed at this inspection and was not achieved. The target date for compliance is in the future and will be tested at next inspection.
Not Achieved	Compliance was tested at this inspection and was not achieved.
Achieved	Compliance was tested at this inspection and was achieved.

We respond to non-compliance with regulations where poor outcomes for people, and / or risk to people's well-being are identified by issuing Priority Action Notice (s).

The provider must take immediate steps to address this and make improvements. Where providers fail to take priority action by the target date we may escalate the matter to an Improvement and Enforcement Panel.

Priority Action Notice(s)		
Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this inspection	N/A

Where we find non-compliance with regulations but no immediate or significant risk for people using the service is identified we highlight these as Areas for Improvement.

We expect the provider to take action to rectify this and we will follow this up at the next inspection. Where the provider has failed to make the necessary improvements we will escalate the matter by issuing a Priority Action Notice.

Area(s) for Improvement		
Regulation	Summary	Status

N/A	No non-compliance of this type was identified at this inspection	N/A

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.

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