Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

Mini Me Private Day Nursery

Ground Floor Fairoak House
Bishop Street
Newport
NP19 7EJ



Date Inspection Completed

22/10/2024

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About Mini Me Private Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Mini Me Private Day Nursery Ltd
Registered places	66
Language of the service	English
Previous Care Inspectorate Wales inspection	08 October 2021
Is this a Flying Start service?	No
Does this service promote Welsh language and culture?	This service is not making a significant effort to promote the use of Welsh language and culture.

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

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

Summary

Children make choices about how they wish to play and most play is child led. Children show enjoyment in their play and learning and develop good relationships with their peers and practitioners. They are learning social skills such as sharing, turn taking and have opportunities to develop independence.

Practitioners are nurturing and caring towards the children and plan suitable opportunities for children to play and learn. They keep children safe and manage behaviour appropriately. They engage with children, build positive relationships and have a good understanding of children's individual needs.

The environment is spacious and has a sufficient range of resources to engage children in play. Leaders have risk assessments in place to keep children safe, but some maintenance issues are not dealt with promptly and discussions are ongoing with the landlord to address these. Leaders have identified ways to develop the outside play space to act as a more enriching learning environment for children.

Leadership and management of the nursery is good. Leaders are motivated to further develop the setting and are keen to make improvements to benefit children and their families. Leaders do not provide consistent recorded supervisions and inductions as a means to ensure they are supporting practitioners effectively.

Well-being — Good

Children are comfortable to make choices about how they play. They are confident to speak and express themselves and to communicate their needs. Children approach practitioners to chat, to ask for assistance or invite them to play. Children's views are listened to by practitioners so that their choices can be effectively incorporated into any planned activities.

Children behave kindly and considerately towards their peers. They are learning to take turns and share during games. They readily take instructions from practitioners and respectfully say please and thank you when prompted. Younger children play happily alongside other children or on their own. Older children interact well with one another and develop friendships. Children develop a sense of belonging as lots of their work is displayed and celebrated throughout the nursery. Some areas also create links with home for the children as there are displays of photograph of their families, which helps them to feel secure. Older children clearly understand and appreciate the routines established by practitioners, for example, helping to tidy up and washing their hands appropriately.

Children enjoy the play opportunities available to them. They are mostly free to explore their environment and spend time on activities that interest them. They can relax and have quiet time or choose more physical activities. Children really enjoyed playing with shaving foam, listening to stories, singing and playing in the soft playroom / ball pit. Children concentrate for good periods of time, for example, when scooping the seeds out of a pumpkin with a spoon they show real satisfaction on accomplishing their task. Another child enthusiastically built a train track and invited their friend to help.

Children have suitable opportunities to gain independence in line with their age and stage of development. Older children hang their own coat and bag on pegs and really try hard to put outdoor clothing on when going to play outside. Children learn to wash their hands before meals and after using the toilet. Older children access toilets independently. All children manage to eat their food independently and older children develop increasing confidence when encouraged to pour their own drinks.

Care and Development — Good

Practitioners understand and implement most of the service's policies and procedures and they understand how to keep children safe and healthy at all times. Practitioners implement procedures, such as undertaking regular, recorded sleep checks on babies, management of medication and completing accident and incident forms and share this information with parents. Practitioner's knowledge of their own safeguarding responsibilities is thorough, and they have good understanding about when to refer any child protection matters to the appropriate authorities. They complete regular fire drills with the children and maintain records so that they know who has practised the drill and ensure everyone can exit the building quickly in an emergency. The food provided to children is varied and includes fruits and vegetables. Practitioners have a clear understanding of how to manage children's allergies and take into account any dietary requirements. Children have easy access to water to remain hydrated. Nappy changing was completed sensitively and safely by practitioners, but they do not always adhere to the current nappy changing policy. Leaders agreed to review this so that practitioners have greater clarity on agreed procedures.

Practitioners are kind and patient when interacting with children. They promote good manners. They encourage children to be kind and inclusive in their play, for example, when a child shares their toy, a practitioner notices and immediately praises them saying *'Good sharing!'* They use positive tangible incentives, such as acknowledging good behaviour and giving reward stickers to celebrate children's good deeds and accomplishments. Children are chosen to be 'Helpwr Heddiw' at snack and mealtimes which helps promote children's confidence and independence skills.

Practitioners take into account children's interests to plan topics and activities which children will engage with and enjoy. For example, *'Autumn time'* was used as a means of introducing activities involving collecting leaves, conkers and other natural sensory elements children enjoy. Practitioners told us that although they plan adult led activities, much of the play and learning is child led and we saw lots of free play in the afternoon session. Practitioners complete baseline observations for each child, and these are followed up by regular observations to monitor children's achievements and progress. Evaluation of activities includes children's responses so that tasks remain child focussed. Whilst the nursery does not provide the active offer, a good amount of incidental Welsh was heard spoken by practitioners to the children throughout the nursery.

Environment — Adequate

Leaders have systems and procedures in place to provide guidance to practitioners on how to keep the environment safe and secure. They ensure only authorised entry to the nursery and keep a record of any visitors. As the building is rented, leaders are reliant upon good communication with the landlord to ensure all necessary checks have been completed and are currently waiting upon confirmation of the buildings 'Electrical Installation Condition Report'. Practitioners' complete daily checks of the environment and risk assessments are in place and overseen by leaders.

The environment is fresh, clean and spacious. It is equipped with suitable furniture and equipment to meet children's needs and promote their all-round development. Base rooms are large and airy with a good range of resources to meet the needs of the ages of the children attending. Practitioners plan and supervise access outdoors so that all children have daily outside play and exercise and discussed with us plans to develop the outside area. The outside play space, which is used by all children, can only be accessed via the toddler base room. Practitioners try to minimise any disruption this may cause to toddlers. Due to the layout of the building children do not have easy direct access to toileting facilities. However, practitioners are mindful of this and try to accommodate children's individual needs and have strategies in place to maximise pre-school children's independence when toileting. Babies enjoy being able to move around freely and explore their environment with a separate sleep room to ensure they can relax and sleep. Nappy change areas are cleaned as required to prevent cross contamination when changing children's nappies.

There is enough play equipment which is varied and of a good standard to keep children engaged, stimulated and interested in learning. Leaders have systems to monitor the nursery to make improvements although some low-level maintenance, such as replacement of a broken toilet cistern lid, had not been addressed promptly. However, we have been informed that this has been addressed since the inspection. Resources are in good condition, varied and monitored to ensure they support children's learning and development. There has been investment in multi-cultural resources to support children's cross-cultural understanding. Children's own work 'All around our world' showing handprints in different skin tones is proudly displayed. Welsh books help celebrate Welsh cultural heritage and puppets are used to support children's growing understanding of their own and other's emotions.

Leadership and Management — Good

Leaders are motivated and operate the service to a good standard. They have a clear vision for the setting and effectively communicate this with the practitioners. There are

suitable policies and procedures in place which are reviewed annually. They maintain good oversight of the service and ensure record keeping is mostly completed effectively although we discussed ways in which registers could be improved. They have successfully addressed all recommendations from the previous inspection.

Self-evaluation is regularly undertaken and the feedback from parents, practitioners and children is used to identify strengths as well as areas for improvement and development of the nursery. Monitoring and oversight of the service is good. However, whilst accident and incidents are overseen by leaders, they are not formally reviewed collectively over periods of time which may assist in identifying any emerging trends. Leaders have developed good relationships and the Registered Person and the person in charge (PIC) have regular informal meetings to support the PIC in the oversight of the nursery and its day-to-day operation.

Leaders manage the workforce effectively and follow recruitment procedures to ensure the practitioners they employ are suitable and able to work in line with current childcare practices. They ensure there are enough qualified practitioners to care for children and the adult to child ratios are maintained. Practitioners are suitably trained and qualified and hold a current Disclosure and Barring Service (DBS) certificate. Supervisions and appraisals are undertaken but this is inconsistent and needs to be further embedded into practice to ensure the professional development of practitioners and the safety of children. Practitioners we spoke with said they feel leaders are very approachable, supportive and support their professional development and interests. They feel listened to and valued.

Leaders build partnerships and work openly and transparently with outside agencies. They have a complaints policy and procedure in place although no complaints have been received. Partnerships with parents, carers, outside agencies, and other stakeholders are good and benefit children’s development.

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.

Area(s) for Improvement		
Regulation	Summary	Status
N/A	No non-compliance of this type was identified at this	N/A

	inspection	

Where we find the provider is not meeting the National Minimum Standards for Regulated Child Care but there is no immediate or significant risk for people using the service, we highlight these as Recommendations to Meet National Minimum Standards.

We expect the provider to take action to address these and we will follow these up at the next inspection.

National Minimum Standards	
Standard	Recommendation(s)
Standard 13 (Day Care) - Suitable Person	Ensure one to one supervisions are consistently undertaken for all paid staff which encourages them to think about the quality of their practice.

Where we think it helpful, we may make best practice recommendations. These are to encourage settings that are doing well to become even better at helping children thrive.

Best Practice
Recommendation(s)
Monitor accidents and incidents to assist in early identification of any potential emerging risks/needs and develop specific forms to record accidents at home.
Develop the outside play area so that it is a rich learning environment for children.
Ensure a copy of the Electrical Installation Condition Report is kept at the setting and that it is renewed as required every five years.

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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