Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

Little Einstein`s Day Care Limited

Westbury House
Dixton Road
Monmouth
NP25 3PR



Date Inspection Completed

07/02/2022

About Little Einstein`s Day Care Limited

Type of care provided	Childrens Day Care Full Day Care
Registered Provider	Little Einstein`s Day Care Limited
Registered places	50
Language of the service	English
Previous Care Inspectorate Wales inspection	19 January 2017
Is this a Flying Start service?	
Does this service provide the Welsh Language active offer?	No. 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 people /children who use, or intend to use their service.

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Summary

Children are happy, settled and really enjoy their time at the nursery. It is child centred with a good emphasis upon children directing their own play and learning. Children have opportunities to become independent and develop their skills through a range of quality experiences and play. They form close bonds with each other and staff.

Staff are well qualified and take their responsibilities seriously. They have a good understanding of how to keep children safe and healthy. Managers have implemented new policies and procedures in response to Covid19 effectively. There are good systems in place to plan and monitor children's progress, as each team have autonomy to plan for a wide variety of activities for their age group.

In the main, the environment is clean, inviting and well organised. Staff follow procedures to ensure the environment is safe and suitable, completing risk assessments and daily checks. A good variety of indoor and outdoor toys and resources promote children's all round development. With a good emphasis on natural resources provided wherever possible.

The leadership and management of the setting is good. There is a good range of policies and procedures to support the overall running of the service. The managers listens to staff and involves them in making decisions. Staff feel supported, enjoy their work and work well as a team. All the required policies, procedures and records are in place.

Well-being

Children feel safe, happy and valued at the nursery. They get along very well with their peers and staff at the setting. They confidently move around the play areas, choosing resources and making decisions about what they want to play with. They are encouraged to express their opinions and approach staff for help when needed. For example, a small group of older children wanted to do planting in the allotment area of their outdoor play. Staff reminded them where the tools are kept and the children happily got them out and started to dig into the raised beds.

Children are happy, safe and feel valued. Older children, cope well with separating from their parents. They are beginning to develop relationships and bonds of affection in line with their age and stage of development. They are starting to share, are helpful, passing resources to each other, and enjoy playing musical instruments together during circle time. The Toddler group were keen to show and talk about their mark making activities and show them to staff and visitors alike. Children have regular exercise and fresh air and value the time they spend outside. Children move around the setting with confidence and feel a sense of ownership to the setting. Older children have good empathy towards their peers-. They know and understand that there are different ways to communicate. Those who may not use their voice use touch to show they are happy and want to make friends and join in. Children know they can approach staff for comfort and reassurance as needed. Children with special needs are very well supported.

Most children are developing independence skills appropriate to their age and ability. They use the toilet facilities, wash their hands as needed, and understand the routine of tidying up before snack and when activities change. They choose their own food and drinks and help to clear away after eating. Children enjoy the sense of achievement from carrying out and completing these tasks.

Care and Development

Staff have effective policies and procedures in place to keep children safe and healthy. During the Covid 19 pandemic, staff encourage children to wash their hands regularly and maintain social distancing as far as possible. Non-essential visitors are not permitted entry to the premises during this time. The ratio of staff to children is usually suitable. There are sound safeguarding procedures in place, which promote the welfare of children. Staff understand their responsibility to be vigilant and are clear about the processes to follow to deal with any concerns. Staff receive regular safeguarding training and keep up to date with all relevant information. Regular fire drill practices ensure staff and children are aware of how to leave the building safely. All accidents and incidents are recorded and evaluated by the person in charge and are signed by parents. All staff keep up to date with paediatric first aid training and are confident to deal with minor injuries. Staff provide healthy snack each day. Staff ensure all information relating to children's allergies is up to date and monitor children carefully.

Staff interact in a kind and caring manner with the children. They are consistent in their approach and mindful of the age and stage of development of the children when managing behaviour. Staff use soft tones to distract children who are frustrated or upset and praise children for all their efforts. Staff are consistent in their approach and set realistic boundaries for children who understand the reason for the rules. Staff provide comfort for children who are upset and act as positive role models to them. There are clear bonds of affection between children and staff who know each other very well.

Staff are very capable at supporting children's learning and development. They are beginning to carry out observations and assessments of children and provide planned activities to support the development of skills. Staff identify any additional learning needs of children and make timely referrals to ensure children receive the appropriate support for their development.

Environment

The environment is safe, secure and attractive. The nursery is set out over two floors and three accessible outdoor play areas which are allocated to different age groups. The pre-school children and older toddlers share the large play area and the allotment areas. Babies have a separate play space for their sole use. Overall, the outdoor facilities have greatly improved since that last inspection. However, the baby outdoor space lacks the creativity that the older children's facilities have.

Staff complete daily safety checks to identify and where possible eliminate any risks to children's safety. Since that last inspection, the provider has ensured that children cannot access window cord blinds due to safety concerns. However, not all blind cords are fitted with restrictors. This could be a safety hazard. In addition, the ground under the swings located to the front of the nursery needs to be levelled out and made safer. Therefore, children when in full flow can stop the swings by having firm ground immediately under foot. This had been noted in the service risk assessment and we were assured that the service would address the matter immediately. Registers record the times children and staff arrive and leave the premises. There are risk assessments in place for all areas of the setting. Managers conduct annual maintenance checks on the building. Staff are clear about their responsibilities in relation to health and safety and requirements and follow the service's policies and procedures closely.

The environment is clean and well maintained. This has vastly improved since the last inspection. The whole nursery is welcoming and provides light and bright areas for children to explore. There is a wide range of good quality resources and a rich environment for play and learning. Children are able to access toys easily, which supports their independence. Managers have introduced natural toys, equipment and furniture to replace plastic and manmade items. There are sufficient furniture, toys and resources available for the size of the group of children throughout the nursery. Resources are appropriate for the stage of development of the children and promote curiosity and discovery. The toilet and nappy changing facilities are clean and fresh.

Leadership and Management

Leadership and management is good. The service has improved greatly since that last inspection; the management have a good understanding of current best practice. They have developed a good range of policies and procedures that set a clear vision for the service. For example, they have a statement of purpose that outlines the details of the care service they offer to parents and children. They have good procedures in place and pay suitable attention to the regulations and national minimum standards to ensure the smooth running of the setting. The provider welcomes suggestions to help improve the nursery and proactively develops her service. The nursery has an up to date COVID 19 policy in place with procedures based on current best practice guidance.

The management running the service understand the importance of ensuring that mandatory training for staff is completed. For example, training records demonstrated that most staff have completed up to date mandatory training and are offered a good choice of additional training to help develop their skills further. Staff demonstrated a good understanding of the policies and procedures in place for the playgroup. They confirm that they feel very well supported by a management team who are available for advice, guidance or support throughout the working day. Recruitment files show that managers are clear about their responsibility to recruit staff safely and ensure they have the necessary qualifications and experience required to care for the children.

The management team running the service undertake an annual quality of care review, the required CIW online Self-Assessment of Service Statement (SASS) to help plan for improvement. They work in partnership with parents in order to plan for each child's individual needs and promote good outcomes for children. There is a suitable complaints policy available for parents. There are a number of good communication systems at the setting including regular feedback by text and phone calls.

Partnerships with parents are good. Parents receive information mostly by email, text or daily diaries. During the pandemic, parents are welcome to arrange to meet with the room leaders via electronic methods. Parents are very satisfied with the service, which they value highly. They are pleased with the close and supportive relationships their children are forming with staff. They commented 'Staff are always quick to answer any queries I may have and I know my child is happy here.' The setting maintains close contacts with Flying Start and other agencies providing support and guidance.

Recommendations to meet with the National Minimum Standards

R1. Improve the outdoor facilities earmarked for babies to match the improvements made for older age groups.

R2. Ensure all window blind cords are fitted with safety restrictors, regardless of length of trailing cords.

R3. Improve the ground area under the swings so that children can use the swings in the front garden safely.

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	N/A

	inspection	

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