



Inspection Report

Footsteps Nursery

**The Old Police Station
Llanbradach
Caerphilly
CF83 3LF**



Date Inspection Completed

25/11/2022

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About Footsteps Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Footsteps Nurseries (Wales) Ltd
Registered places	47
Language of the service	English
Previous Care Inspectorate Wales inspection	28 August 2019
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	This service does not provide an 'Active Offer' of the Welsh language and does not demonstrate a significant effort to promoting the use of the Welsh language and culture.

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

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

Summary

Children have a strong voice, express themselves and make choices confidently according to their stage of development. Children feel very secure and valued. They are active and curious learners and enjoy a variety of experiences at this setting. Children are learning skills through interesting play activities, and as a result are developing well and becoming independent.

Staff are professionally qualified, knowledgeable, and experienced. They create good opportunities for children to develop a healthy lifestyle and promote children's development by planning a good variety of activities. Staff give supportive and sensitive care and have consistent and realistic expectations of children.

In the main, the environment is welcoming, light and child friendly, offering some interesting spaces for play and learning. There are effective systems in place to ensure that the environment is safe and suitable for children. Suitable play and learning resources are available and are being further improved. The environment allows children to safely move around their base rooms, be inquisitive and explore their environment.

People who run the setting have an innovative vision for the service that they share effectively with their team. They are committed to monitoring and improving the service and have a strong culture of continuous professional development. People who run the setting manage it well and are compliant with the relevant regulations and national minimum standards. They maintain up to date policies, procedures, and records. There are effective partnerships in place with parents, staff, and external professionals.

Well-being

Good

Children make choices about how they spend their time at the setting. They choose freely from a variety of resources and toys and between free play or more structured activities. They move easily between the activities and areas within their room. Children are confident to approach staff to show them things, share toys and ask for help as they know their moods, wants and needs are considered. They chat happily to staff as they play and learn, knowing that staff listen to them and value what they say. For example, we saw children chatting happily about their craft creations during play. Children's views and interests are considered when planning activities.

Children are happy, settled and cope well with separation from their parents. Children form good bonds of affection and feel secure with staff who are kind, gentle, warm and know them well. We saw babies and toddlers having reassuring cuddles when they needed and wanted them. Children collected from school excitedly join staff who meet them and chat happily to them about their day. Children at the setting are familiar with the routines in place which they enjoy. This gives children a sense of safety and belonging.

Children are beginning to form friendships at the setting, in line with their age and stage of development. Children play happily alongside each other or together. For example, children share building blocks and sit calmly at the table at mealtimes. Children consistently interact well with their peers and staff. They co-operate and are actively interested and engaged in what they are doing. Children know what is expected of them and respect each other, resources and toys.

Children are enthusiastic and interested in their play and learning, following their own interests. They concentrate and persevere with activities for an appropriate amount of time and are happily absorbed in play. For example, we saw babies enjoy throwing balls to staff, children excitedly engage with the craft activities that were set up and young children engaged in role play with the toy kitchen. Children thoroughly enjoy song time, joining in enthusiastically, smiling and laughing.

Children have good opportunities to develop their independence skills. We saw children feeding themselves, serving themselves drinks and learning to wipe their own noses, and put tissues in the bin. Children are supported to develop their independence when toileting and washing their hands.

Care and Development

Good

Staff have a strong understanding of how to keep children safe and healthy. They are knowledgeable about the signs and symptoms of abuse and are aware of the setting's safeguarding procedures. They clearly understand their own responsibility to report any concerns. Staff check the rooms daily for risks to children and remove any they identify. They have a good understanding of children's allergies and medical conditions. The cook and staff consistently implement the robust systems they have developed for the safe management of food allergies. The cook is a qualified childcare practitioner and in partnership with other staff actively promotes healthy lifestyles and children's independence. They develop children's interest in healthy food through activities for example, 'Make your own wrap' activity, growing and using herbs and cress, and themed menus.

Staff are consistently warm, patient and kind in their interactions with the children. They listen to and respect children's views. Staff know children well and are therefore, sensitive to individual children's needs. Staff have a good knowledge of child development and how this affects behaviour. Staff set realistic boundaries for children and consistently use positive behaviour management strategies as set out in the setting's behaviour management policy. They routinely praise children for sharing and using good manners and always act as good role models to the children.

Staff keep developmental files for children, which are organised and up to date. They regularly carry out observations of children to track developmental progress, record milestones and plan for their next steps. Staff plan interesting learning and play activities and consider the children's interests and development during planning. Children with additional physical or learning needs are supported well and staff make adjustments, to ensure they receive care appropriate for their needs.

Environment

Adequate

People who run the setting work hard to ensure that the environment is safe, welcoming, and secure for children. There is a system in place to ensure any visitors do not gain access to the setting without being signed in by staff. The CCTV system has been significantly expanded to improve security and safeguarding at the setting. Risk assessments are in place and reviewed regularly. Identified risks are acted upon quickly, for example, gates in the garden have been replaced. Records show that fire drills are conducted every six months, and this is being reviewed to make them more frequent. The premises has been significantly improved in the last year, being redecorated, and having numerous safety checks carried out such as damp surveys, asbestos survey, and a fire risk assessment by qualified persons. Insurance certificates are up to date, as well as most routine safety checks for the building and appliances, such as an annual gas safety check and fire safety equipment. Cleaning processes are in place to ensure the environment is kept clean.

People who run the setting ensure the environment is suitable for the care of children. Children have sufficient space to play and learn within their base room. Babies are cared for in a downstairs room and during the inspection, sleeping facilities were reviewed and moved to an area within the baby room. Staff change nappies in a designated room along a corridor. Staff provide care for toddlers in a separate room on the ground floor and older children in three rooms on the first floor. Suitable toilet facilities are located on the first floor and staff escort children to use them. Bathrooms and nappy changing facilities are well stocked with liquid soap and paper towels to promote an infection free environment. Staff take children daily to play in the garden areas to have fresh air and physical exercise. All staff are responsible for ensuring good hygiene in their rooms throughout the day.

People who run the setting ensure that resources are plentiful and appropriate for the age of the children using them. Staff monitor the use of resources and additional items are being purchased. Children can access many resources themselves, which supports their independence. People who run the setting ensure there is suitable furniture such as cots, child sized tables, chairs, and soft furnishings. New highchairs with a five point harness have been purchased recently.

Leadership and Management

Good

People who run the setting have a statement of purpose that clearly outlines how the service operates. Leadership and management are effective and in the last year, policies and procedures have been reviewed and updated. An area for improvement made at the last inspection has been met, following robust procedures being put in place to ensure the regulations are met regarding the employment of staff. The provider is very open to discussion and demonstrates a strong commitment to develop the service further. Staff complete daily records such as accidents and incidents well. People who run the setting have recently introduced an electronic app to cut down on paperwork and improve communication with parents. This is still in its infancy, and they agreed that they would review policies and procedures that are relevant to using the electronic app, so all parties are clear regarding how and for what procedures it is used.

People who run the setting have arrangements in place to monitor the care and evaluate the service. They are in the process of sending out questionnaires to all relevant parties to ascertain their views on the service. Following receipt of these, they are going to produce a quality of care report. People who run the setting are keen to further develop the service and are receptive to discussions, sharing their vision regarding making improvements. They addressed all the issues raised at this inspection immediately. There is a complaint procedure in place, this has been updated during this inspection.

People who run the setting are experienced and keen to provide a flexible, reliable service for children and their parents. Nearly all staff have worked at the setting for a long time and work very well as a team, providing consistent care for children. They nearly all have a childcare qualification. People who run the setting are dedicated and motivated. They understand the importance of ensuring that mandatory training for staff is completed and that sufficient staff should hold a first aid certificate, and most have training in safeguarding. The provider has a policy on staff recruitment. We looked at a staff recruitment file and found that the checks undertaken met the regulations. The provider has arrangements for managing staff performance and staff have regular opportunities to discuss and reflect upon the quality of their work during formal supervisions, as well as informally on a daily basis.

People who run the setting have developed strong partnerships with parents and the local authority. They collaborate closely with parents when making decisions about their child's well-being and keep them very well informed and updated. There are a number of communication systems in place, namely verbal when they collect their child, and via use of the new electronic app. Parents provided excellent feedback through CIW surveys and were extremely positive regarding the management, staff, and the service they receive.

Recommendations to meet with the National Minimum Standards

R1 Ensure the electronic recording app is embedded in practice and review policies to ensure use of the app is clear.

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
28	The provider has not ensured the suitability of workers as there is insufficient evidence that all pre employment checks have been conducted.	Achieved
15 (4) (a)	The provider is not meeting their legal requirements in relation to the statement of purpose	Achieved

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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