Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

Lilliput Day Nursery - Neath Campus

Neath Port Talbot College
Dwr Y Felin Road
Neath
SA10 7RF



Date Inspection Completed

14/03/2022

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About Lilliput Day Nursery - Neath Campus

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Neath Port Talbot College
Registered places	71
Language of the service	English
Previous Care Inspectorate Wales inspection	14 March 2022
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	Working Towards. The service is working towards providing an 'Active Offer' of the Welsh language and intends to become a bilingual service or demonstrates a significant effort to promoting the use of the Welsh language and culture.

Summary

Overall, children are happy and settled at this nursery. They make some choices in how they spend their time here. Children behave well and develop good bonds with staff.

Care staff are kind, caring and support children in their play and learning. They know how to keep children safe and healthy. They plan activities for children. However, these are not always consistently provided throughout the day.

The environment is welcoming, bright and well maintained. It is safe and secure. There is ample space both inside and outside for children to play and learn although the organisation of the environment means that children are cared for in large groups and this can, on occasions, impact on children's experiences. The resources provided are age appropriate and of good quality. However, resources at the time of inspection were limited, particularly in the under two room and outside.

The people who run the nursery have very good systems in place to ensure the smooth running of the setting. They have a vision for the nursery and are committed to providing a quality service. They respond well to recommendations for improvements.

Well-being

Children make some choices about their play although the range of choices is not consistent across the setting. Older children have a variety of resources to choose from and can choose to play indoors or outdoors for significant parts of the day although limited resources were provided for them outside. We saw older children given the choice between two books at story-time and some children confidently expressing an opinion. On the day of inspection, children in the under 2 room could choose from a very limited selection of toys put out for them by staff. The people who run the nursery told us that this was because they have had a recent outbreak of a sickness bug and have removed many resources to help contain cross infection. Children are confident communicators as their wants, moods and needs are generally considered. For example, at breakfast time children have a choice of what they would like to eat.

Overall, children are happy. Most children cope with separation and settle quickly. We saw younger children, upset by separation, comforted by staff, showing they have positive attachments. Children benefit from a flexible ‘settling-in’ policy, which prioritises the needs of the child and the family. They are content and express enjoyment. For instance, we saw younger children smiling, laughing and reaching to see the pictures as staff read to them.

Children behave well and are familiar with the routines of the nursery. Older children are beginning to play together and make friends. Younger children play alongside each other as is appropriate for their age.

Most children engage with the resources and activities available to them and can move around and play freely. Younger children expressed delight when an adult played a bubble blowing game with them. Older children have opportunities to engage in adult led group activities as well as their own chosen activities. However, at times we saw some children wandering as there were periods when they had limited opportunities to engage with a variety of appropriate activities. The organisation of group activities and transitions between things such as snack, going outside and lunch also involves the children in a significant amount of waiting time.

Children learn and develop through the resources and activities they have access to. However, this can be limited by the number and range of resources and activities as well as the amount of time spent in transitions. Children have some opportunities to develop their independence skills. For example, we saw some children putting their own coats on and eating independently. However, there are some missed opportunities. For example, we saw some younger children waiting too long to be spoon fed by staff and not given the opportunity to ‘have a go’ themselves.

Care and Development

The people who run the nursery work well with staff to keep children safe and healthy. Good safeguarding policies and procedures are in place and followed; all staff spoken to are aware of their responsibilities and know what to do if they have any concerns about children or the adults in the nursery. There are systems in place for managing and recording accidents and incidents as well as any medication administered. People who run the nursery use an electronic system for tracking accidents and incidents for each child. Staff follow appropriate hygiene procedures in relation to serving food and changing nappies. People who run the nursery ensure food is healthy with hot meals provided by the college kitchen.

Staff are kind and caring and know children well. They are good role models and manage behaviour in line with their behaviour management policy using positive praise. There is a key worker system in place whereby staff track the development of a consistent group of children. However, key groups of children are also allocated to members of staff on a daily basis which, particularly during settling in times for children, can mean there is a lack of a consistent member of staff for them. People who run the nursery told us they try to keep changes to a minimum.

Staff interact warmly with children and at times play with them at their chosen activities. However, they do not always promote children's play, learning and development sufficiently. Staff plan activities for children around a theme. During the inspection, we saw four-weekly plans of activities for the older children. However, these were in the main plans for which resources to set out, they did not include any planning for outdoors, enhanced play opportunities or identify any reasons for the plans. Following the inspection, we saw more detailed plans for activities around the theme of spring. However, we did not see any of these types of activities during our visit. The children were able to spend a large part of the morning outside but there were no activities or enhanced play opportunities set up for them and resources were very limited. As a result, there are times when children's purposeful play is not promoted. Staff lead lively group times for activities such as stories and singing which many children enthusiastically join in with. Staff choose a small range of toys for younger children to play with. They interact well with children and respond well to their cues of needing a change by singing songs, reading books or blowing bubbles. The age range in the under two room can impact on children's experiences. For example, we saw a small group of older babies engage for a short time in making marks with crayons, but this was set up in the area of the room sectioned off by a barrier to avoid younger children accessing the activity. This meant children could not freely access it or return to it when they wanted to. Both rooms in the nursery provide care for large groups of children, which means that children spend significant amounts of time waiting or queuing. For example, when it is a mealtime and everyone has to wash their hands or if they all have to put their coats on the go outside.

Environment

The people who run the nursery have measures and procedures in place to ensure that the nursery is safe for children. The nursery is clean, tidy, well maintained and welcoming. The premises both inside and outside are secure and people who run the nursery ensure they record visitors to the nursery. Effective risk assessments and daily safety checks are in place and building safety checks such as for gas, electrics and fire safety equipment are carried out regularly. People who run the nursery ensure that they carry out regular emergency evacuation practices, one was initiated during the inspection with staff calmly and efficiently evacuating the building. Robust measures have been and still are in place in relation to reducing the risks from Covid 19.

People who run the nursery organise the space to care for children in two large rooms, one for children under two and one for children over two. This means that children are cared for in large groups. The layout of the under two room does not enable younger babies and older more mobile babies to have access to any separated play space. On occasions, this can impact on the experiences offered to children due to potential safety considerations. For example, it is difficult to let non mobile babies kick on the floor when more mobile babies are moving around. Resources in the under two room were very limited at the time of inspection.

The over two room is a large open room with two smaller rooms off. One is set up as the Home Room and the other is an Arts and Crafts Room. Both these smaller rooms are well resourced and well used. An area in the main room is set up as a dining area with the tables also used for activities at times during the day. We saw limited activities set up in the main room during the inspection. Children can access some resources independently although not all boxes are labelled.

Children can access outdoor space from the main playroom. There is a large safety surface area and a smaller grassed area. The people who run the nursery told us there are ample resources for outdoors, but we did not see these used during the inspection. Younger children have a separate outdoor area but used the same space as the older children on the day of inspection as the grass was very wet.

People who run the service provide good quality furniture and resources that are suitable for the developmental needs of all children.

Leadership and Management

The people who run the nursery have a good vision for the setting and are committed to providing a quality service. The responsible individual and the person in daily charge work very well together and create a positive ethos. They have all the required documents and records needed to run the nursery, which they review and update regularly. Overall, the documentation is thorough and comprehensive although the children's attendance records did not record their actual attendance times. Since the inspection, the people who run the nursery have confirmed that they have amended their systems to record this. The people who run the nursery are approachable and open to ideas for improvement. Since the inspection they have confirmed they have started to take steps to reduce waiting times for children and are now having two sittings for lunch. They have also discussed with staff in the under two room how they can create some dedicated space within the room for younger babies.

The people who run the service carry out a quality of care review each year that takes account of the views of parents, children and staff. They identify areas they would like to improve although they do not formalise these into an action plan and do not always take a step back to look at the nursery with fresh eyes. Since the inspection, the people who run the setting have confirmed they have drawn up an action plan taking account of feedback from the inspection.

The people who run the nursery follow robust recruitment procedures and support staff well. They ensure staff keep up to date with mandatory training such as first aid and provide opportunities for staff to attend many courses. They have not kept up with regular staff supervision and appraisal meetings during the Covid 19 pandemic period. Staff we spoke to all said they enjoy working at the nursery.

The people running the nursery have very good partnerships with parents. We heard many lovely conversations as parents picked up their children and, since the inspection, we have received numerous feedback questionnaires from parents which are all extremely positive. The people running the nursery have very good working relationships with the college, and they also develop partnerships with local authorities, schools and outside agencies when needing to access support for children.

Recommendations to meet with the National Minimum Standards

R1 Ensure planning takes account of children's next steps in learning and development and provides for purposeful play opportunities.

R2 Review the key worker system to ensure it fully supports children to settle easily at nursery and make transitions through the nursery.

R3 Review the environment to ensure children can be cared for in group sizes that better meet their needs and NMS requirements.

R4 Embed new register systems to ensure they record children's attendance times.

R5 Consider developing improvement plans from the quality of care review.

R6 Ensure regular staff supervision meetings are re-started and that they contribute to driving improvement in the nursery.

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

Date Published 04/05/2022