



Inspection Report

The Children`s Day Nursery

**The Childrens Day Nursery
George Street Bridgend Industrial Estate
Bridgend
CF31 3TS**



Date Inspection Completed

26/02/2025

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About The Children`s Day Nursery

Type of care provided	Children`s Day Care Full Day Care
Registered Person	Emma Matthews
Registered places	59
Language of the service	English
Previous Care Inspectorate Wales inspection	22 January 2020
Is this a Flying Start service?	No
Does this service promote Welsh language and culture?	This service is making a significant effort to promote the use of the Welsh language and culture or is working towards being a bilingual service.

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

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

Summary

Children thoroughly enjoy their time at the nursery. They have a very strong voice and excellent opportunities to make choices about what they do and how they spend their time. Children independently choose toys and activities which interest them from the wide selection available. They benefit from positive, warm relationships with staff and make extremely good progress in their learning and development.

Staff fully understand the setting's policies and procedures, and consistently and effectively implement them to safeguard and promote children's well-being. They are nurturing and caring and successfully meet children's needs. Staff are respectful and responsive to children's individual needs and routines. They provide a play-based environment where children truly can lead their own play.

Leaders ensure they care for children in a nursery that is safe, clean and secure. The environment is very welcoming, well maintained and provides excellent facilities for children to spend their day. Inside and outside play areas provide a wealth of equipment and resources that support all areas of learning and development.

Leaders are exceptionally knowledgeable about their roles and responsibilities. They are committed to improving outcomes for children and deliver high quality care. Paperwork and records are exceptionally well organised, completed and reviewed. Leaders work extremely well with staff and have strong partnerships with parents, carers and other professionals.

Well-being

Excellent

Children have an extremely strong voice. They have excellent opportunities to make choices and decisions in all they do. They are free to move around as they choose and know staff will support them. The nursery cares for children up to the age of three. They are confident communicators in ways appropriate for their ages. For example, babies smile and babble whilst older children begin to use language and gestures to express themselves. As a result, they can make their wishes known which supports them in their decision making.

Children feel safe to explore. They are clearly happy, confident, and extremely well settled at the nursery, coping very well spending time away from parents and carers. Routines are extremely flexible. For example, children can sleep when they need to even if this takes them through a mealtime and can then eat later. This helps them feel valued and respected and to develop a sense of security and belonging.

Children behave extremely well, especially considering their young ages. They play mostly alongside each other as is appropriate for their ages. Children develop close bonds with staff and respond well to gentle encouragement from staff, such as to use kind hands as they learn to share and take turns.

Children thoroughly enjoy their play and learning. They are curious and engaged learners, benefiting from an excellent range of activities and opportunities from which they learn very well. For example, they develop language skills through interactions with staff, listening to stories and singing songs, and physical skills through using chalks, sweeping up outside or using climbing apparatus. Children develop concentration and resilience as they persevere with fitting shapes into shape sorters, rolling balls, exploring the mud kitchen or using pencils to practice making marks. Alongside this, older children begin to learn to manage risk as they carefully balance on stepping logs or seek support from staff to help them negotiate the soft play or scramble up the climbing wall to the slide platform. Babies happily explore the resources placed within their reach or resource baskets as they become more mobile. Children have opportunities for group activities such as listening to stories but can choose to continue playing if they prefer.

Children have very good opportunities to develop independence and self-help skills which allows them to do things for themselves successfully and develops their self-esteem. For example, children help get their coats from their pegs when going outside. Children receive encouragement from a very young age to feed themselves and nearly all the oldest children manage spoons well. They help to clean up after meals by scraping their plates into a bowl. Children receive support to wash their hands after a nappy change, before eating and when coming in from outside.

Care and Development

Excellent

Staff fully understand the setting's policies and procedures, and consistently and effectively implement them to safeguard and promote children's well-being. Leaders prioritise safeguarding and staff have a strong understanding of practice and procedures relating to child protection. All staff have safeguarding training commensurate with their role which exceeds the requirements of the National Minimum Standards. Excellent procedures are in place to manage accidents, incidents, existing injuries, medication, allergies and health needs which staff consistently implement. Staff keep parents informed and obtain signatures as necessary. They record the times of their own and children's attendance accurately. Staff follow thorough hygiene procedures in relation to food preparation and serving and nappy changing. They encourage a healthy lifestyle, ensuring children get plenty of fresh air and exercise. A dedicated cook prepares healthy snacks and meals daily, including providing alternative meals should children not eat the food offered.

Interactions between staff and children are high-quality. They develop close bonds with children and are excellent role models. Staff are calm, patient, and caring. They manage behaviour and interactions between children skilfully using gentle tones and clear explanations of what children need to do if there is a problem, such as using simple explanations of *'their turn, then your turn'*. They offer alternative toys if children want the same things and give lots of praise to reinforce good behaviour.

Staff effectively support children's play and learning. They provide a play-based setting where children can explore and follow their own interests. Staff know children extremely well and ensure they follow their lead at all times of the day, respecting their individual routines and preferences. Alongside free play, staff offer children opportunities for group activities and plan adult led activities that children can join in with if they wish. They use plenty of incidental Welsh to help children develop an awareness of the language. Staff gather information from parents to create a one-page profile for every child and, through observations, identify next steps in learning and development for each child. The recorded next steps can sometimes be too broad to be fully effective in informing planning and tracking progress. However, practice shows staff successfully support children's learning and development in a meaningful way. Staff are aware of any children who may have emerging additional learning needs and have excellent systems in place to support them. For example, they use enhanced play plans to support needs and liaise well with parents, their sister pre-school setting and other professionals. As a result, children are in a good position to access or continue external support if needed as they get older and transfer to the next setting in their early years journey. Very good systems are in place to facilitate a smooth transition to their pre-school setting.

Environment

Excellent

The nursery is exceptionally secure, safe, clean and well maintained. There is a fingerprint access system to the children's areas, safety features such as baby gates where needed and access to a defibrillator and Life Vac choking device which parents give permission to use in an emergency. Leaders have comprehensive risk assessments for all aspects of nursery life which they review regularly. We did not see any hazards during our visit. Leaders record visitors to the nursery. Staff, including kitchen staff, follow highly effective daily safety checks and cleaning routines extremely well and leaders monitor these systems. Leaders ensure they arrange all routine building maintenance checks at the relevant times and carry out regular health and safety checks for the general environment. They carry out periodic practices to evacuate the building to ensure everyone knows what to do in an emergency and keep very good records of these drills.

Leaders and staff create an excellent, enabling environment both inside and outside. Staff care for children in three separate rooms depending on age and stage of development. All the rooms are extremely well set up and promote children's independent access to a rich environment for learning. Each room has its own well placed nappy changing area that affords children privacy and dignity when being changed. The older children also have direct access to toilet and hand washing facilities which supports their developing independence in managing their personal care. An abundance of natural materials, storage baskets and neutral decoration help create a feeling of space and calm.

Children benefit from two outdoor play areas. One is for the younger children and is predominantly resourced to provide equipment to promote and support physical confidence. Older children access the second area directly from their room. Leaders have recently re-developed this area to provide further wide-ranging opportunities across all aspects of learning and development. Children can also access a large cabin from this outdoor area which enables them to free flow between indoor and outdoor environments as well as providing additional well-resourced indoor play space throughout the day.

There is an extensive range of good quality resources both inside and outside that are clean, safe, and suitable for the children using them. Leaders have recently completed training which has led them to undertake an audit of their resources to support diversity and cultural awareness. Whilst they already have a range of suitable resources for this, the audit will help inform any plans for further development.

Leadership and Management

Excellent

Leaders have an extremely strong vision for the nursery. They are knowledgeable, enthusiastic and dedicated, consistently striving to provide high-quality childcare. Paperwork is exceptionally well organised, accurately completed and regularly reviewed. Many records and systems go beyond the requirements of the National Minimum Standards

including providing everything bi-lingually. There is a comprehensive range of detailed policies and procedures that support the smooth and safe running of the nursery and leaders maintain a statement of purpose that accurately reflects the service provided.

Leaders have very good systems for self-evaluation. They are reflective and ensure they keep up to date with developments in policy and guidance. They have developed many aspects of their practice and environment since the last inspection in line with national changes such as the Curriculum for Wales and the Additional Learning Needs Code for Wales as well as through their own quality of care reviews. Leaders and staff are very proud to have recently achieved the Welsh Promise Gold Award.

Leaders follow robust recruitment procedures. Staff files are extremely well organised, and all required documentation is in place. They support staff effectively with a thorough induction process and a very good system of regular supervision and appraisal meetings, which are meaningful. Leaders ensure they keep up to date with mandatory checks and training such as Disclosure and Barring Service (DBS) checks, paediatric first aid and food hygiene. They also source and encourage other training courses for both themselves and staff. Leaders deploy staff well to ensure they always maintain at least the required ratios and, as a result, meet the needs of children effectively.

Leaders develop strong working partnerships with other professionals such as health visitors, educational psychologists, and local authority teams such as the Early Years Safeguarding officer and the Quality Impact team. They and staff have excellent relationships with parents and carers. They gather all relevant information before children start to ensure they can meet their individual needs and keep parents well informed through a variety of methods. For example, they give daily feedback verbally and via an electronic app and organise periodic engagement events when parents can come into the nursery to talk to staff and engage in activities with their children. Feedback we received from parents show them to be extremely happy with the service they and their children receive.

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	
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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)
	No NMS Recommendations were identified at this inspection

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)
Further develop recording children's next steps so they can inform planning and development tracking more effectively.

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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