



Inspection Report

St. Aubin nursery LTD - Roath

**33 Oakfield Street
Cardiff
CF24 3RE**



Date Inspection Completed

12th September 2022

16/09/2022

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About St. Aubin nursery LTD - Roath

Type of care provided	Childrens Day Care Full Day Care
Registered Provider	St Aubin Nurseries Limited
Registered places	32
Language of the service	English
Previous Care Inspectorate Wales inspection	First Inspection post registration
Is this a Flying Start service?	Manual Insert No
Does this service provide the Welsh Language active offer?	This service is working towards providing an 'Active Offer' of the Welsh language and demonstrates a significant effort to promoting the use of the Welsh language and culture.

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

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

Summary

Children are very happy, relaxed and enjoy their time at the nursery. They have excellent opportunities to make choices and decisions about how they spend their time. Children develop positive, healthy relationships with their friends and staff. They have exceptional opportunities which encourage their curiosity, extend their learning, and enable them to follow their own interests.

People who run the nursery and staff keep children safe and healthy. Overall, staff follow and promote good hygiene practices. They have a range of policies and procedures in place which effectively support staff when undertaking their roles. Staff are kind, caring and offer reassurance to children when needed. They know the children in their care very well. Staff interact extremely well with the children.

The environment is safe, clean, and secure. There are extensive risk assessments in place and all required safety checks are carried out promptly. There is ample space and a wide range of toys and resources to encourage children to play and learn. The environment promotes exceptional opportunities for children's developing self-help skills.

People who run the nursery create a positive ethos and demonstrate a commitment to running a high-quality provision. The staff work very well as a team. Staff are extremely happy at the nursery and feel supported in their roles. Relationships with parents are strong. They work closely with parents in making decisions about their child's well-being and keep them very well informed and updated daily.

All children have excellent opportunities to make choices and decisions about how they spend their time at the nursery. We saw very young children choosing if they wanted to go outside to play. Nearly all children express themselves confidently, as they know their wants, needs and moods will be listened to. For example, children were asked by staff who they would like to change their nappy.

Children are very happy, relaxed and they enjoy their time at the nursery. They are extremely comfortable in their surroundings and are familiar with daily routines. Children develop positive, healthy relationships with their friends and staff. They frequently approach staff for support. Nearly all children enjoy spending time playing with the staff alongside their friends. We saw older children playing hide and seek. They showed great delight when jumping out together to surprise the staff. Children have a very strong sense of belonging. Older children arrive at the nursery and know exactly where to put their bag and personal items. Nearly all children behave very well and are very polite. Children were heard saying please and thank you to each other independently. They enjoy receiving praise from staff for good manners and being kind and helpful.

Children have exceptional opportunities to develop, learn and use their imagination. They have great fun when playing and learning. Nearly all children are enthusiastic and fully involved. Children are free to choose what they want to play with from the extensive range of toys and activities on offer to them. Children can follow their own interests. We saw children being supported to access watering cans and the hosepipe when they asked to water the flowers in the garden. Children concentrate for a good length of time in line with their age and stage of development. They show interest and support each other in their play. For example, a child collected water from the tap to bring back to the mud kitchen for all the children to use in their play.

Children's self-help skills are developing well. They benefit from the carefully considered layout and routines which support independence. Children often wash their own hands, use the toilet independently when able and children of all ages tidy up after play. At mealtimes older children competently serve themselves from bowls placed in the centre of the table with serving spoons. Children often pour their own drinks. Younger children can choose their own apron to wear and are supported to use cups without lids when appropriate.

Staff are successful in keeping children safe and healthy. The nursery has a range of policies and procedures in place which effectively support staff when undertaking their roles. There is a strong safeguarding policy and procedure, although this lacks some detail for staff to follow regarding whistleblowing. Staff undertake comprehensive safeguarding training. Staff can confidently explain what they do if they deal with a safeguarding concern, showing a clear understanding of their responsibilities. Overall, staff follow and promote good hygiene practices. However, not all staff change their apron in between changing children's nappies. Children's health needs are fully considered. Staff effectively record, maintain and review a range of records including, accident, incident, and medication logs.

The nursery offers a range of healthy and well-balanced meals and snacks which are freshly prepared. There are strong procedures in place when dealing with children who have allergies, intolerances and preferences. Staff implement these procedures consistently. Children are offered water at mealtimes and most children have access to drinking water in areas where they play. Staff promote healthy practices. When older children play outside staff remind them where their water bottles are encouraging them to hydrate. Staff promote children's physical development through access to the outdoor play environment daily.

Staff interact extremely well with children and build positive relationships with them. They are warm, kind, patient and offer reassurance to children when needed. Staff respect children's emotional attachments to personal belongings. The staff are attuned to the children's needs and recognise that these items bring them comfort. Staff understand and consistently implement positive behaviour management strategies in line with the nursery's detailed policy. We heard staff use very gentle warm tones of affection in their voice when praising and reinforcing positive behaviour, alongside adopting a firm voice when needed.

Staff know the children in their care very well. They treat them with respect asking children for permission when carrying out routine tasks, such as putting on their apron. Staff carry out regular observations of the children, which support their understanding of each child's individual needs. This information is used to support children when planning opportunities for a wide range of skills and experiences. By offering variety, and ensuring that activities are exciting and engaging, children can extend their learning and follow their own interests. The nursery is taking steps to embed the new Curriculum for Wales.

Environment

Excellent

The nursery is secure. Visitors, staff, and children are accurately recorded on arrival and when leaving the building. People who run the nursery follow a very clear set of procedures ensuring the environment is clean and safe for children. Regular fire evacuation drills are carried out at different times to include all children. Maintenance and safety checks are completed promptly. There are an extensive range of risk assessments in place to maintain a safe nursery. Staff use an effective daily safety checklist of the premises to identify and where possible eliminate any risks to children's safety. People who run the nursery have undertaken extensive repairs and made alterations to enhance the facilities for children. There is an ongoing programme in place for the coming months to undertake further work to the building and garden, benefiting children's experiences. For example, work is underway to extend the garden area and install an outdoor classroom.

The nursery environment offers excellent facilities to care for children. All playrooms are extensively furnished with appropriately sized furniture for the age of the children. The layout of the playrooms supports children to move around freely. Older children's self-help skills are promoted by accessing toilet facilities, with minimal support required from staff. Nappy changing facilities are easily accessible and well equipped. Children eat their meals and snacks in their individual playrooms minimising the movement across areas and complimenting their time to play. For younger children there is a cosy separate sleep room available which is monitored by staff regularly as children sleep. The garden is easily accessible directly from the ground floor playrooms. Younger children's play space has been fitted with Astroturf, a canopy for sunshade and a secure low-level fence. This provides them protection with the option for socialising with older children. The garden offers a range of rich play opportunities and experiences for children to develop their physical skills and engage in imaginative play. For example, there is an extensive mud kitchen area which is very well equipped with a range of real-life resources to support children's imaginative play.

The nursery has a broad range of toys and resources which are of excellent quality, interesting and promote curiosity. They offer a wide range of play experiences which celebrate various cultures and languages including the Welsh language, promoting a sense of belonging and identity for children. There are exciting activities and areas set up for children to explore themes such as the dentist, office and going on holiday. The use of natural, recycled, and real-life materials adds richness to their experiences. For older children books and pictorial suggestions are used to guide children in their play. For example, there are pictures at the malleable station suggesting how children can manipulate the dough.

Leadership and Management

Excellent

People who run the service have a clear vision for the nursery. They understand current best practice and have a strong commitment to continually improve the quality of the nursery, promoting good outcomes for children and staff. The nursery has been nominated for several awards, recognising their ongoing commitment. A comprehensive statement of purpose enables parents to make an informed choice. Extensive policies, procedures, and documentation to support the smooth running of the nursery are embedded in practice. A few of these procedures have been adapted to include pictorial elements for children to use. People who run the nursery have very strong self-evaluation procedures and supporting documentation in place. They carry out an annual review of the service they provide, consulting with parents, staff, and children well. They review previously identified areas for improvement, along with setting new priority actions for the coming year which drives improvement.

People who run the nursery clearly understand the importance of having a team of well-trained and confident staff. Mandatory training is up to date and staff also have opportunities to enhance their skills by attending many additional identified training. For example, staff have recently undertaken refresher training to be able to implement the 'Designed to Smile', National Oral Health Improvement Programme. Staff told us they feel very well supported in their roles. They feel their ongoing professional development is encouraged through their regular supervisions and appraisal sessions with the manager. They told us that they feel proud to work at the nursery.

People who run the nursery understand their responsibilities to ensure that staff are recruited safely, have the necessary qualifications and experience required to care for the children. New staff undertake a probation period which includes a robust induction process. All staff re-visit key elements of the induction process on an annual basis. Ensuring that staff understand their roles, responsibilities, values, and ethos of the nursery.

Staff have strong relationships with parents. They keep them well informed and work together to plan for each child's individual needs, promoting good outcomes for children. Where children also attend a local school, they work in partnership to ensure that children experience smooth transitions. Parents we spoke to were highly complementary about the service. They told us that they feel reassured and relaxed when leaving their children at the nursery, knowing they will have a great time.

Recommendations to meet with the National Minimum Standards

R.1. Infection control procedures should be reviewed to ensure staff follow best practice.

R.2. The safeguarding policy should be reviewed to ensure that all staff have clear procedures to follow regarding whistle blowing.

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
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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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