Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

Little Cherubs Day Nursery

Little Cherubs Day Care Nursery Ltd
12 Penlline Road
Cardiff
CF14 2AD



Date Inspection Completed

01/11/2023

About Little Cherubs Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Little Cherubs Day Care Nursery Limited
Registered places	53
Language of the service	English
Previous Care Inspectorate Wales inspection	26 February 2019
Is this a Flying Start service?	No
Does this service promote Welsh language and culture?	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.

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Well-being	**Good**
Care and Development	**Good**
Environment	**Good**
Leadership and Management	**Excellent**

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

Summary

Children are happy and settle well. They have opportunities to develop independence and other skills through a wide range of activities. All children are able to engage in activities of their choosing and are free to develop their play in collaboration with their peers. They are listened to and their views are taken into account. Children form close bonds with each other and staff, making them feel safe and secure.

Staff are well qualified, professional and have a very good understanding of how to keep children safe and healthy. They are responsive and respect the children and the decisions they make. Staff have a good understanding of children's individual needs and this helps to ensure those needs are well met.

The environment is clean, welcoming and well organised. Resources are plentiful and of good quality. Staff follow procedures to ensure the environment is safe and suitable, completing risk assessments and daily checks. The outdoor play area is secure, very well developed and resourced, and children make good use of the space. The indoor environment is welcoming and supports a very strong sense of belonging for the children.

Managers provide sound and pro-active leadership, and this ensures a reliable, very high quality service for children and parents. They are committed to improving outcomes for children, reflecting on practice and are proactive in planning for improvements to the service and for the continuing professional development of staff. Parents are very complimentary and speak highly of the staff and the care their children receive.

Well-being Good

Children have ample choice, and a strong voice in this setting. They move freely around their play space, making choices and decisions about what they want to play with. They are well aware of their daily routines, helping them feel confident in their surroundings. Children have good opportunities to express themselves and talk about the things that are important to them. They join in enthusiastically with activities and are confident to express their opinions because they know care staff will listen to them. Children's likes and requests influence the activities that are provided. Pre-schoolers were specifically asked what they would like out and they chose cars and a car mat, which they enjoyed.

Children feel safe, happy and valued at the setting. They develop warm relationships with other children and staff. Children approach care staff spontaneously to seek reassurance or support and enjoy receiving praise and recognition for their efforts. We saw children laughing and smiling as staff joined in with their play. Children are comfortable as the routines are familiar to them. They are confident to explore the play space, bringing out resources as they wish. Children clearly feel a sense of belonging; we saw a baby point out their parents' photo on the family board, they were proud and pleased the photo was displayed.

Children co-operate, take turns and share, and they are developing sensitivity to the emotions of others. They demonstrate a good understanding of what is expected of them whilst they are at the setting. Children are learning to negotiate their play and some of the older children are learning to play co-operatively. Children enjoy the praise they receive for positive behaviour, and they interact well with staff and other children. They are developing a sense of right and wrong and are becoming self-disciplined.

Children are interested and excited in the play-based activities on offer to them. Children are active and curious. They are happy and confident to move between activities freely, but also sustain interest in activities of their choosing. We saw a group of babies persevere well in rolling balls back and forth to staff, emptying and filling cones with fuzzy balls, and completing shape puzzles. They all took joy in the praise and excitement shown by staff at their achievements. All children are happy and well engaged.

Children are encouraged to be very independent, and they develop skills as a natural part of the routine of the day. They can access most resources freely because they are displayed for children attractively, allowing them to extend and develop their play themselves as they wish. We saw children happily playing independently of staff, who allowed them the space to explore and progress their own play. They join in well with group times, joining in with singing and action songs, clearly developing skills, and there are 'snuffle stations' with a mirror and a bin to encourage children to be able to wipe their own nose and dispose of the tissue.

Care and Development Good

Staff are very successful in their roles. They are clear about their responsibilities and have good knowledge of how to keep children safe and healthy. They speak confidently about safeguarding procedures and know managers will be responsive to any concerns they raise. Procedures for recording the administering of medication, accidents, incidents and existing injuries are effective. Managers monitor these monthly to identify any trends in accidents sustained at the nursery, and ways to minimise the risk of these happening again are recorded and addressed. Meals and snacks provided are healthy and nutritious. The setting maintains accreditation with various healthy eating schemes, including the Gold Standard Healthy Snack Award, and Cardiff Healthy and Sustainable Preschools. Staff provide access to physical exercise; time outdoors for play is included every day and valued highly.

Staff work very well together to support and promote children's social interactions and behaviour. They are good, positive role models for children in their care, treating each other and children with respect and kindness. Staff take time to give clear instructions and explain what is expected. They also respect the children by giving them time to think before answering questions. Staff are encouraging of children's effort and praise this. Staff have a calm manner when managing behaviour. No significant issues of behaviour management occurred during the inspection, largely due to the positive approach taken.

Staff provide a nurturing and caring environment in which children's play and well-being are well promoted. Staff have a relaxed, happy and caring nature when interacting with the children. The staff group are keen to ensure they are good facilitators of play and development; all staff spoke passionately about their desire to improve the outcomes for children in their care. They are very considerate of the children's views and conscious to give the young children options and choices and to allow them to express themselves. Staff engage well with small groups of children during play, meaning children can interact with them and staff can effectively and sensitively support their play and development. Staff plan a selection of activities for each day based on upcoming events and children's interests. Children are able to access these as they wish and any other activity is then child-led. This approach helps to ensure there are always sufficient planned activities for children to choose from as well as being reactive to the children's developing interests. The Welsh language is included in the provision through incidental phrases and instructions from staff and signage. Children with additional learning needs (ALN) are well supported by staff. They work collaboratively with external agencies and the ALN lead has attended training in the new ALN framework.

Environment — Good

The environment is safe, secure and welcoming. Staff are vigilant and supervise children closely at all times. The ratios of staff to children meet or exceed those required by National Minimum Standards. Staff complete daily safety checks to identify, and where possible, eliminate any risks to children's safety. Registers record the times children arrive at and leave the premises, but they do not include children's surnames on copies that would be used in emergencies. This was addressed immediately. Managers keep records of all visitors to the setting. There are rigorous risk assessments in place for all areas of the setting. Records show all regular and routine maintenance checks for the building and appliances are in place. Regular fire drill practices are carried out to ensure staff and children are familiar with the emergency evacuation process, and managers review records on each occasion to improve the evacuation process whenever possible.

The premises provides a rich and stimulating environment for children to play and learn. It is well maintained and decorated to a good standard. The indoor play spaces for each age group are interesting and appealing, without being overwhelming to children. Each room has a lovely display of children's work which staff change and update frequently, keeping it current and demonstrating to the children that what they do is valued in this setting. The outside play space is well utilised and we saw the children enjoy the resources made available to them outside. There are two outdoor spaces; a safety-floored area for large physical activity, and a grassed area with an outdoor classroom, planting and a large mud kitchen. We saw the children love to play outside, even when it was raining at times.

There is a wide range of good quality resources and the layout promotes children's independence. Children are free to choose their activities in a calm and well-organised space. There are sufficient resources such as art and craft materials for children to have good variety and free choice. Across all playrooms, resources are stored at low level and in plain sight, allowing children to choose easily what they want to play with. Furniture is of suitable size and design for the age range of the children.

Leadership and Management — Excellent

Managers are skilled and experienced, and manage the setting to a very high standard. There is a clear vision for the setting, reflected in the statement of purpose. There are clear policies and procedures which reflect the current practice, and managers have a robust system to ensure they are reviewed regularly, are fully up to date, and staff are familiarised with any changes. Staff work consistently in line with these to support the smooth running of the setting. Operational records contain the necessary information and records of children's information are complete. Managers employ an appropriate number of suitably qualified and experienced staff to care for the children. They have high expectations of staff and support and challenge them to do their best.

Children and parents benefit from a setting which is strongly committed to improving outcomes for children and families. Managers compose a thorough quality of care report detailing what the setting does well and an action plan of what they want to improve. They undertake this review annually as required, and take into account the views of children, parents and staff. Managers work hard to ensure they deliver high quality care.

Managers are exceptionally effective in overseeing staff, managing their time and prioritising activities responsively to ensure that children's needs are met in a timely manner. Staff are very well organised, and the resulting relaxed care environment has a positive impact on the children's mood and their interactions. Staff confirmed they enjoy working at the setting and feel passionately about the service they provide for children and families. Managers undertake robust recruitment procedures, ensuring that suitable staff are employed to work with children. They ensure mandatory training is kept up to date and staff benefit from additional development training. Staff receive regular supervisions and appraisals to reflect on their practice.

Positive relationships with the community are valued at this setting. Staff told us they value the relationships they have built with parents and are keen to ensure parents feel they can approach them at any time. Parents are very complimentary about the setting and are confident to leave their children there. Managers ensure parents have all the information they need to make an informed choice about using this service, and on an ongoing basis; the foyer is set up to provide substantial information for parents and families, including policies and procedures, information about children's activities, and quality reviews so all information is easily accessible.

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

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

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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