Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Inspection Report

First Steps Caterpiller Corner

Trealaw Primary School
Miskin Road
Tonypandy
CF40 2QW



Date Inspection Completed

04/12/2023

Welsh Government © Crown copyright 2023.
You may use and re-use the information featured in this publication (not including logos) free of charge in any format or medium, under the terms of the Open Government License. You can view the Open Government License, on the National Archives website or you can write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk
You must reproduce our material accurately and not use it in a misleading context.

About First Steps Caterpiller Corner

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Camau Cyntaf I Ddysgu C.B.C
Registered places	19
Language of the service	English
Previous Care Inspectorate Wales inspection	Post registration inspection
Is this a Flying Start service?	Yes
Does this service promote Welsh language and culture?	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.

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

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

Summary

Children are extremely happy and successfully make choices and decisions independently. They develop strong relationships and express their views openly, knowing they will be listened to. They enjoy a varied range of interesting opportunities indoors and outdoors, which spark curiosity and engagement.

Staff consistently implement policies, promote physical activities, personal safety, and well-being exceptionally well. They positively praise children and are committed to providing a diverse range of play and learning activities with a balance of child and adult led opportunities.

The environment promotes children's independence, offering significant opportunities to play and move freely. People who run the setting ensure the outdoor play space is in daily use. They provide stimulating and innovative resources for all ages and stages of development.

People who run the setting ensure they comply and exceed the regulations and national minimum standards. They have a strong vision. People who run the setting manage their team effectively and support continuous training. They are passionate and ensure they offer a very high standard of care to the children.

Well-being	**Excellent**

Children have extensive opportunities to make choices, decisions and have their voice heard. They successfully decide what activities and resources they want to play with. Children engage in meaningful conversations with staff and their peers. They confidently ask staff, *"I want more crackers*", during snack time with more immediately provided.

Nearly all children are extremely happy, settled and cope well with separation from their parents or carers. Children who are settling have good transition, allowing them to become familiar with the provision. They receive effective support from staff who provide them with comfort and their favourite toys. Children have very positive relationships with each other and staff, with their individuality recognised and valued. Children know routines very well, allowing seamless moves as they engage in their play session. We saw children laughing and smiling whilst playing. Children confidently ask us (Care Inspectorate Wales, CIW) to join in with movement and action songs during an activity.

Children express enthusiasm and enjoyment. They successfully interact with each other and adults. We saw children effectively cooperate when playing in the home corner, sharing spoons, and passing to each other. They play positively and take care of one another. For example, children push each other in a spinning chair outside, they make sure friends are out of the way to keep everyone safe. Children are assertive. One child said to another "*squeeze, like me did*" when serving their own fruit at snack time. Children confidently explore the environment and successfully engage in individual and group activities such as song and greeting time.

Children are interested and self-motivated in their play and learning. They access a range of opportunities within the setting, which promotes their all-round development. For example, children independently choose books, bring them to adults and read them. They follow their own interest and engage in activities which are both child and adult led. For example, when sitting on the carpet, a child independently starts to sing a Welsh song, after a few verses, staff also engage. We saw a group of children taking part in physical exercise, talking to one another about their 'muscles'. This was further discussed at snack time when they confidently told one another, "*Water makes you strong*". Children join in a variety of activities, pouring and mixing water in the outside play kitchen.

Children are developing their independence skills extremely well. They independently wash their hands and take care of their belongings. Many independently dress themselves or are learning to put on their coat with support of staff or their friends. They help to tidy up and wipe their own noses. Children competently butter their own crackers, serve their own snack, pour their own drinks, and clear their plates when they have finished.

Care and Development	**Excellent**

Staff fully understand and consistently implement policies and procedures to promote the safety and wellbeing of children. They have a thorough understanding of their role in protecting children and answer safeguarding questions confidently. Nearly all staff have completed mandatory training, including, child protection, first aid, food hygiene and fire safety. Accident, incident, and medication records are complete and signed by parents. There are effective systems in place to meet allergy, dietary and medical needs, with individual risk assessment and or health care plans in place. Healthy snacks and drinks promote good attitudes and understanding of nutrition at the setting. There are thorough cleaning and hygiene procedures in place. Nappy changing practices are effective, with notes of personal routines to ensure consistency for children. Overall, staff and children competently wash hands regularly. However, children did not wash their hands prior to their lunch.

Staff fully understand the behaviour management policy and consistently implement positive strategies. They use positive reinforcement as a matter of course, encouraging children through continuous praise. We heard staff say, "*Good job*", "*well done, thank you*" and "*beautiful singing*". Staff are consistently responsive. They make every effort to genuinely listen and communicate with the children. Interactions are positive, demonstrating warmth, kindness, and patience. Staff interactions are meaningful and beneficial to children. They are at children's level, promoting open ended questions and empowering children in their decision making. For example, children are provided with real objects as prompts, visual ques, and sign language to support them. Staff engage with children in their play, extending learning where possible. They are committed to providing a vast range of play and learning activities with a good balance being child and adult led. Staff informed us, they review the sessions and discuss observations, including children's interests when planning. For example, children showed an interest in exercise, this was reflected upon, and an interactive PE session added to the planning for the following day. Staff are positive and effective role models. They sit with children at snack and mealtimes to promote an engaging and interactive social time.

Staff have successful systems in place to monitor children's development and set targets to support their continued learning. They recognise if children have emerging needs and take purposeful action. There are clear and effective systems in place to support children who have additional learning needs, with a range of support available to them and parents/ carers. Welsh practice and culture are strong, with many bilingual elements in place. Children freely interact and sing Welsh songs and access Welsh books independently. The setting is developing their implementation of the new curriculum and the planning systems which are under continuous review. The setting is very inclusive and promotes children's home cultures and diversity extremely well.

Environment — Excellent

People who run the setting have comprehensive and extensive policies in place. The environment is safe, secure, and well maintained. Doors have secure entry systems with

key codes in place and all visitors sign in. People who run the setting complete effective and specific risk assessments, with regular reviews in place. Some of which include areas within the setting, block play, bikes, trikes and scooters, and trips. Staff complete daily visual, health and safety checks. People who run the setting complete regular fire drills, following the inspection visit these will also including use of different exits. Consistent cleaning routines result in an extremely clean, and well-maintained environment, both indoors and out. There are effective infection control measures which minimise any risk to children's health and safety.

People who run the setting ensure the provision is accessible to all. The setting provides parents and visitors with information about the setting. A meet the staff board, newsletter, and other information, is available in an outside display board near the entrance of the building. They provide a flexible and well-planned environment which meets the children's needs and enables them to reach their full potential. The large, bright, indoor play space is organised to promote children's curiosity and stimulate their learning. The provision reflects the natural environment, with calming and homely resources. Children's achievements are readily on display accompanied by their photograph, giving them pride in their work. The outdoor play space has been improved with an all-weather canopy, allowing for use in all weathers. The outside area encourages further opportunities, with an outside kitchen, garden/growing area, wooden castle, block play and musical area alongside sensory activities. Children have wet weather clothing, allowing them to access outdoors in all weathers. During warmer weather, the people who run the setting confirm free flow access between indoors and out is provided to children.

People who run the setting provide a varied range of quality, developmentally appropriate play and learning resources. This ensures children have wide ranging variety and choice. They provide stimulating resources for all ages and stages of development, which contribute to the children's all-round development. Children use China plates and glasses at snack. Many other authentic objects and resources are plentiful through the environment. For example, within role play, sensory and creative activities. Children freely access toys and resources, as they are stored at low level or within their reach. People who run the setting are committed to providing stimulating resources to promote children's curiosity about the wider society, celebrating equality and cultural awareness extensively.

Leadership and Management — Excellent

The setting has re-registered as an organisation following the last inspection. However, the same Responsible Individual (RI) has remained in post, alongside the Person in Charge (PIC) and existing long standing staff members. As a team, they meet and often exceed the

national minimum standards and regulations. There is a strong vision for the setting, which is shared with others. People who run the setting engage positively with CIW and are keen to drive improvement. They generally inform CIW of any significant events at the setting. They ensure regulatory records are very organised and accurately kept. They have review systems in place to effectively see any emerging patterns or actions which may need to be taken. The provision has current and up to date policies and procedures, with regular reviews.

People who run the setting have effective self-evaluation systems in place. They seek the views of children, parents, and other professionals. Within the review they reflect on what they do well, how they can improve, and why. They have a ‘Service improvement plan’, recognising areas for development. Such as progressing the implementation of in the moment planning. People who run the setting lead by example and provide a supportive and effective team working environment. They implement current best practice to support the children in their care.

People who run the setting follow robust recruitment processes to safeguard children. There are strong recruitment procedures and suitability checks in place. All staff have current and up to date Disclosure and Barring Service (DBS) checks. Induction and performance management processes are very good. Regular supervisions, appraisals, and team meetings are held. There is a culture of continuous professional development, which is modelled by leaders at the setting. Staff feel very well supported by the person in charge, the established team work very well to support one another and the children in their care.

People who run the setting have strong effective relationships with parents and carers. They have extensive support from a range of other professionals, which further enhances the provision to children and families attending the setting. The work in partnership with many visitors, such as the PCSO, yoga teacher, local schools, and businesses. This clearly is a strength to all accessing the setting. Parents are kept informed of their children’s day through information on interactive app’s, newsletters, and verbal discussions.

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)
Standard 10 - Healthcare	Ensure consistent practices are in place in relation to hand washing

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.

Was this report helpful?

We want to hear your views and experiences of reading our inspection reports. This will help us understand whether our reports provide clear and valuable information to you.

To share your views on our reports please visit the following link to complete a short survey:

- Inspection report survey

If you wish to provide general feedback about a service, please visit our Feedback surveys page.

Date Published 10/01/2024