



Inspection Report

Ladybirds Day Nursery Limited

**Radyr Court
Rachel Close
Cardiff
CF5 2SH**



Date Inspection Completed

05/04/2024

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About Ladybirds Day Nursery Limited

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Ladybirds Day Nursery Limited
Registered places	74
Language of the service	English
Previous Care Inspectorate Wales inspection	This was a Post Registration Inspection
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.

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

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

Summary

Children are happy and settled and enjoy their time at the setting. They feel safe and secure in the care of responsive staff who know them well. Children play well with and alongside their peers and form friendships. They benefit from engaging and varied opportunities for play and learning. Children are developing good all-round skills in line with their age and stage of development.

Staff have a good understanding of how to keep children safe and healthy. They are patient, kind and caring towards children and each other. Staff support children's learning and development effectively through a range of activities and opportunities. These are led by children's interests and developmental needs.

The environment is safe and secure. People who run the setting have created an environment that is welcoming, child friendly and provides ample space for children to play and learn. A range of toys, equipment, and resources both indoors and outdoors promote children's play.

People who run the setting are well qualified and experienced and place children's well-being at the heart of what they do. They are motivated and regularly review the care they provide. The staff team are well supported. People who run the setting have established good partnerships with parents and outside agencies.

Well-being

Good

Children play freely and move around easily, choosing from the toys and activities available to them. Children's voices are strong at the setting, and they have many opportunities to make decisions about how they spend their time. For example, we heard older children being given the choice of playing inside or outside, choosing games to play with staff and saw children of all ages eagerly seek out toys they wanted to play with. Children express themselves confidently. They know staff listen to their needs and wants and show an interest in their play.

Children are happy, settled, confident and enjoy attending the setting. They cope well with separation from their parents/carers and form positive emotional attachments with staff who know them well. Younger children confidently approach staff for reassurance and cuddles when needed and we saw children across the setting confidently asking for help and support. Children eagerly invite staff into their play.

Children play well with and alongside each other according to their age and stage of development. They form friendships, enjoy one another's company, and interact well as they develop their social skills. For example, we saw children chatting animatedly to one another at lunch time and sharing toys in the sand area during play. Older children are self-disciplined and understand the rules of socially acceptable behaviour. They show respect for people and take care of equipment and resources.

Children are motivated and engaged in their play and learning. They enjoy a good range of interesting opportunities indoors and outdoors. They sustain interest in their chosen activities for extended periods and delightfully engage in imaginative play. For example, we saw children eagerly join in with a matching pairs game, showing focus and concentration. Others played an imaginary game of picnics, enthusiastically offering each other food from their imaginary picnic supplies. There is a good balance between child led and adult led activities, and children enjoy both. For example, we saw toddlers singing with smiles on their faces, and pre-school children thoroughly listening to and joining in with a story. Children have many opportunities to initiate their own play.

Children have good opportunities to develop their independence skills. We saw young children independently feeding themselves. Older children independently use the toilet facilities and wash their hands, with encouragement from staff where needed. Children are encouraged to help tidy and put away and we saw children enjoying learning to use a dustpan and brush to sweep up sand.

Staff have a good understanding of how to keep children safe and healthy. They have up to date mandatory training including paediatric first aid, food hygiene and safeguarding. They have a good understanding of safeguarding issues, the signs and symptoms of abuse and their own duty to report concerns. Staff record accidents in detail and share this information with parents. People who manage the service regularly review this information to monitor trends in accidents. Staff record incidents and pre-existing injuries; they take action following these; however, they do not always formally record the actions taken. When this was discussed during the inspection, people who run the setting immediately began to address this. Medication records are completed thoroughly and there are good processes in place to ensure its safe administration. During the course of the inspection the forms used for staff to record administration of medication were improved to increase clarity and include more information. Staff manage sleep very well across the nursery and we saw children peacefully settled to sleep. Staff check children regularly and were very clear on their responsibilities, following the setting's procedures for ensuring safe sleep. The cook makes healthy meals and staff sit with children while they eat, creating a positive social atmosphere. People who run the setting have put systems in place to safely manage allergies and intolerances. Staff ensure children have access to regular daily outdoor play and learning experiences, bringing them the benefits of physical exercise and fresh air.

Staff interact with children in a very kind, patient, and cheerful way, creating a warm and happy atmosphere. They chat naturally with children to support their play and learning and gently support them as they learn the boundaries of behaviour. For example, we heard a staff member gently explain to a child why tilting back on a chair was not allowed, and another staff member support children as they learned to share toys. We saw many examples of children and staff laughing, smiling, and having fun together. Staff act as good role models, treating each other and the children with dignity and respect.

Staff know children very well and are observant of them and attentive to them throughout the day. Staff support children's learning and development effectively. They regularly observe children to track their progress and plan activities and opportunities that encourage further development.

Environment

Good

The environment is safe and secure. Staff allow only authorised access to the setting and ensure that a record of all visitors is maintained. Routine safety checks for the building and certificates are up to date and the setting is registered with the food safety department at the local authority. Useful risk assessments and safety checks for nearly all areas and activities at the setting are in place and in the main are followed by staff. However, on the day of inspection, some minor risks had not been formally identified on the risk assessment, and some aspects of the current risk assessments were not being followed. There was no impact at all on children's safety due to the good standard of supervision by staff. People who run the setting took immediate action to begin to address these issues. Staff carry out fire drills regularly and keep good evaluative records. They ensure that any issues they identify during drills are resolved so that staff and children would be able to evacuate the premises smoothly in an emergency.

People who run the setting have created a light, bright indoor environment that is welcoming, child friendly and provides ample space for children to play and learn. Staff organise the setting in an effective manner to stimulate children's curiosity, imagination, and development. For example, areas such as the 'home corner' and the sand tray are set up attractively and invite children to play. Many toys and activities are at children's height enabling them to access what they want to play with freely. During the inspection we saw children enjoying the outdoor patio area. This has a fixed canopy which enables it to be used in all weathers. The additional lawned area was in the process of being developed but was not quite ready for use.

Toys, resources, furniture, and equipment at the nursery are in good condition, well maintained and checked regularly to ensure safety. The setting has suitable furniture and resources to support children's independence. For example, child sized tables, chairs and low-level toy storage, suitable for the ages of children in all rooms within the setting. There are a suitable number of children's toilets and nappy changing facilities available.

Leadership and Management

Good

People who run the setting are well qualified and experienced. They place a high priority on creating a warm, caring, home from home setting for children. The warmth, energy and commitment within the leadership is shared with staff, giving a consistently positive feel across the setting. There is a clear and up to date statement of purpose enabling parents to decide if the setting is right for their child. There are clear policies and procedures in place which are regularly reviewed. There are also systems in place for recording, filing and organising paperwork. Due to a variety of staff working hours, the Person in Charge (PiC) at the setting can vary from day to day.

People who run the setting carry out self-evaluation and plan for improvements. They obtain feedback from parents, children and staff and reflect on practice to produce a Quality of Care report annually. They have fully engaged in the inspection process as a means to improve quality.

Staff files are up to date and people who run the setting undertake all relevant checks to ensure staff are suitable to work with children. Staff we spoke to told us how happy and supported they felt. They spoke of the pleasure of working at a setting where the wellbeing of the children is always the management's priority. People who run the setting ensure staff receive regular supervision and appraisals. Supervision records and staff meeting records evidenced that working relationships between the people who run the setting and the staff team are strong and a culture of openness and honesty is encouraged.

People who run the setting and staff seek to establish positive relationships with parents and maintain good communication. They share information via an app and handover at the door and provide opportunities for further discussion if needed. People who run the setting have established positive partnerships with outside agencies, for example the local school. They seek to work in partnership with other agencies to provide quality care for children. For example, the setting has achieved the Gold Standard Plus snack award.

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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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 24 - Safety	Review Risk Assessments and Daily Checklists to ensure all unnecessary risks to children are identified and eliminated.
Standard 14 - Organisation	Review systems for record keeping, filing and implementation of management tasks to ensure daily consistency across the setting.

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)
Strengthen systems for recording incidents to include any follow up actions and to monitor for patterns and trends.

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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