



## Inspection Report

**Monmouth Montessori Nursery**

**Monmouth Montessori Nursery  
The Grange To the B4233  
Llangattock  
Monmouth  
NP25 5NG**



**Date Inspection Completed**

07/11/2022

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## About Monmouth Montessori Nursery

Type of care provided	Childrens Day Care Full Day Care
Registered Provider	Llangattock School Ltd
Registered places	19
Language of the service	English
Previous Care Inspectorate Wales inspection	
Is this a Flying Start service?	
Does this service provide the Welsh Language active offer?	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><a href="#">Well-being</a></u>	<b>Good</b>
<u><a href="#">Care and Development</a></u>	<b>Good</b>
<u><a href="#">Environment</a></u>	<b>Poor</b>
<u><a href="#">Leadership and Management</a></u>	<b>Adequate</b>

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

### **Summary**

Children are happy and enjoy their time at the setting. They move freely and independently using resources as they wish. They have warm relationships with staff and readily approach them for guidance and comfort. They interact positively with their peers and spend a significant amount of time engaged in activities.

Staff demonstrate good hygiene and infection control. They have sound safeguarding knowledge and maintain suitable records of accidents and incidents. Staff respond effectively to children's individual needs and encourage children's curiosity and independence. They plan activities and monitor progress well.

People who run the service have some systems and procedures in place to ensure the safety and security of the environment. However, the provider did not fully comply with regulations and improvements are needed in this area to ensure that the environment is always suitable and safe. We identified several hazards relating to the outdoor area and risk assessments. Areas where the responsible individual is not meeting regulations are outlined in the report below.

The Responsible Individual (RI) and Person in Charge (PiC) are keen to raise standards. They have a good range of policies and procedures in place. They use a safe recruitment system to ensure that all staff are suitable to work with children.

Recommendations are included at the end of the report.

Children are settled and confident at this setting. They have a strong voice and thrive on their opportunities to play independently and creatively. They move happily between adult guided activities and free play as part of the ethos of uninterrupted play. Children are confident to make requests for more paper and paint and communicate their needs and ideas suitably. Inspectors heard children share their ideas for a Christmas concert and discuss their knowledge of months of the year and days of the week.

Children have very clear bonds of affection with staff and gain contentment from interactions with them. They are at ease with familiar routines. They take guidance from cues such as staff telling them *"10 minutes until the café opens"* which they understand means that they need to tidy up for food time. Children are proud when a staff member selects them as the 'line-leader' when they are lining up to go to the outside area.

Children develop friendships in line with their stages of development. They behave and interact well for their ages. They are calm, respectful and considerate towards each other. We heard children say 'please' and 'thank you' routinely, following the language and gentle tone modelled by staff. We saw a group of children role-playing a tea party where a child identified that they all needed to sing 'Happy Birthday' to their friend and share the cake. They show an interest in each other's activities and join in thoughtfully.

Children are content with the resources and activities available to them and are self-motivated to initiate their own play. For example, we saw two children role-playing with dinosaurs while making enthusiastic *"roar"* sounds, before one identified that they needed a wash in the water tray.

Children are very independent while at the setting. They put on and take off aprons, pour paint, wash their hands and put on their coats with limited support. If they feel that they do need help, they are confident to request this. Children collect and return their own lunchboxes appropriately and access their water bottles from their designated pouch whenever they wish. All children have good levels of focus and can concentrate well. We saw a group of children engaging with a painting activity for an exemplary length of time and showing great interest in how they could experiment with mixing the colours.

## Care and Development

Good

The PiC implements procedures to meet children's care and development needs. Staff follow a clear procedure of infection control that includes regular handwashing and cleaning. Children bring their own packed lunches and snacks. They also bring water bottles which are always accessible. Clear information relating to children's allergies is accessible to all staff. The PiC is a safeguarding trainer and thus all staff members have excellent safeguarding knowledge. All staff members have paediatric first aid qualifications. Staff record accidents and incidents appropriately and at the inspection, the PiC identified a way of improving the recording of pre-existing injuries and nappy changing. When moving around the site, staff count children regularly and engage children in this as a learning opportunity.

Staff are responsive to children's needs and deliver nurturing, skilful care. They know every child and their needs well and children respond by forming strong emotional attachments. We saw a child who was new to the setting approach the PiC for a hug and reassurance which she gave with significant warmth. Staff give children praise and encouragement to boost their self-esteem and confidence. They interact very politely with each other and with children who then respond in kind. Inspectors heard a child ask, "*Please could I have some of this paper?*". The PiC responded thoughtfully, "*Yes you may. Thank you for asking.*" The PiC has implemented the use of signing to ensure that children with additional learning needs or English as an additional language have a non-verbal way to communicate. We saw effective staff interactions which enable all children to be fully included in all aspects of play.

The PiC has a thorough understanding of the new Curriculum for Wales and is taking a very positive and reflective approach to its delivery within the setting. Staff support children's imaginations, independence and learning holistically through playing alongside them. They use questioning and discussion to encourage knowledge acquisition, and language and number development. Staff plan 'teachable moments' to support a primary focus on activities stemming from children's interests in the moment. For example, the children enjoyed creating art for a local horticultural show. They have an effective system of monitoring children's progress and identifying their next step. Staff give feedback to parents each day. They use the Welsh language incidentally during the day and within circle time sessions through songs and counting.

**Environment****Poor**

People who run the setting have some procedures in place to keep the nursery building secure. Access is via a coded door and all visitors are required to sign in. There is a secure play area adjacent to the nursery building which children use for free-flow play. Staff take children to a nearby gravel playground area for additional play; we identified several risks to children's health and safety in this area. The area was not sufficiently secure, and a staff member from the linked school opened a gate to allow large vehicles to move in the area while the children were playing. Inspectors also identified several hazardous items in the area which the PiC arranged to have moved immediately. Inspectors identified hazards inside the nursery building including an unsecured door to the outside play area and an unsecured mirror. Managers have some risk assessments in place, but they aren't always effective. Specific activities and resources inside the building were not individually risk assessed, for example, a water tray, and a woodwork bench and tools. We have therefore issued a priority action notice in relation to hazards and safety and expect the provider to take immediate action. Following the inspection, the RI and PiC have informed us that they will always use the enclosed area adjacent to the nursery building for outdoor play and activities.

Leaders have ensured that all required insurances and safety checks are in place. They conduct monthly smoke alarm tests and termly fire drills with children. Two child-sized toilets and sinks are available for children to use; however, staff did not ensure that the doors to these areas were closed to allow children to maintain their privacy and dignity. While no immediate action is required, this is an area for improvement, and we expect the provider to take action.

Furniture and resources within the nursery building are clean and of good quality. The setting has suitable furniture and resources to support children's independence. For example, child sized tables, chairs, toy storage units and individual coat pegs and trays for their belongings. Children have independent access to a wide range of age-appropriate resources that allow independence and choice. Some resources and a wall display promote diversity and the PiC said she was keen to add more. In the two outdoor areas, children have access to climbing frames, scooters, ride-on vehicles and sand trays.

## Leadership and Management

Adequate

Many of the leadership and management functions are undertaken in line with those from the provider's school. They have a wide range of policies and procedures in place, but these do not always relate specifically to the nursery setting. At the last inspection, inspectors recommended that managers date these on review and that they set a date for the next review. However, policies were not dated appropriately at this inspection. Managers obtain and store information appropriately and securely, but children's contracts had not been signed by a manager. They have a written statement of purpose which provides parents with much of the information about what the setting offers. Managers keep Care Inspectorate Wales up to date with any changes and send in regular notifications as required. Staff register themselves and children's attendance daily, but inspectors noted that staff did not update children's registers in a timely manner. This was a recommendation at the last inspection. While no immediate action is required, this is now an area for improvement and we expect the provider to take action.

Managers have a clear and detailed improvement plan which acts as their quality of care report. However, there are no formal systems in place to obtain the views of parents and staff. There is a suitable complaints policy available for parents; the setting has not received any complaints.

Managers carry out appropriate checks to ensure staff are suitable to work with children before they take up their post. All staff members are suitably qualified and hold up-to-date Disclosure and Barring Service (DBS) checks. Managers provide staff with regular opportunities for further training, and they have a suitable system in place for monitoring when essential training needs to be undertaken. Staff receive annual appraisals and regular supervisions. Staff told us that they enjoy their work and feel that managers support them and aid their professional development.

The nursery works very closely with the provider's school that is located on site. Managers and staff take opportunities to be involved in community activities such as the local horticultural show and through visits from the local fire service. Parents were very positive about the setting. They said that they appreciate the child led ethos and that the staff are supportive and nurturing for the children. Parents noted that the staff were approachable, and they would be happy to raise concerns should they have any.



## **Recommendations to meet with the National Minimum Standards**

R1. Create separate policies specific to the nursery setting

R2. Ensure that the PiC or RI signs children's contracts

R3. Obtain formal feedback from parents to inform the Quality of Care Report

### Summary of Non-Compliance

Status	What each means
<b>New</b>	This non-compliance was identified at this inspection.
<b>Reviewed</b>	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.
<b>Not Achieved</b>	Compliance was tested at this inspection and was not achieved.
<b>Achieved</b>	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
25	The provider is not identifying all risks within the setting and acting to manage them. The provider needs to ensure that risks are identified and managed appropriately.	New

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
37	The provider does not ensure children's privacy and dignity when using the toilet facilities. The provider needs to ensure that toilets are made private.	New
30	The provider is not ensuring that children's arrivals and departures are recorded in a timely manner. The provider needs to ensure that all children's arrivals and departures are noted immediately.	New

<b>Ratings</b>	<b>What the ratings mean</b>
<b>Excellent</b>	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.
<b>Good</b>	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.
<b>Adequate</b>	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.
<b>Poor</b>	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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