



## Inspection Report

**Y Bont Nursery**

**Y Bont  
Ewenny Road  
Bridgend  
CF31 3HT**



**Date Inspection Completed**

*27/10/2022*

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## About Y Bont Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Bridgend & District Resource for Children with Disabilities
Registered places	18
Language of the service	English
Previous Care Inspectorate Wales inspection	<a href="#">Manual Insert</a> ] 1 November 2019
Is this a Flying Start service?	
Does this service provide the Welsh Language active offer?	This is a service that does not provide an 'Active Offer' of the Welsh language. It does not anticipate, identify or meet the Welsh language needs of the children who use, or intend to use the service. We recommend that the service provider considers the Welsh Government's 'More Than Just Words follow on strategic guidance for Welsh language in social care'.

<u>Well-being</u>	<b>Adequate</b>
<u>Care and Development</u>	<b>Poor</b>
<u>Environment</u>	<b>Poor</b>
<u>Leadership and Management</u>	<b>Poor</b>

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

## **Summary**

Overall, children are settled and happy at the setting. They have some opportunities to make choices. Most children are enthusiastic and interested in their play and are developing their independence skills appropriately. However, some children become bored and restless because all children irrespective of ability are given the same activities.

Staff have good relationships with the children, they are caring and praise children for their efforts. They adequately promote children's well-being, care and development; although this is inconsistent as planning and activities do not always take account of the needs and age range of individual children. Staff do not always ensure the adequate health and safety of children.

The people who run the setting have basic risk assessments in place to identify any potential risks to children's health, safety and hygiene. They ensure there is a reasonable supply of resources and equipment. However, the environment is not always well maintained and safe. The toys and equipment in most rooms and the outdoor area are not always well maintained.

Leadership and management is not always consistent. The responsible individual responds and takes action following inspection but does not always sustain improvements made, nor do they recognise and address all issues independently. They have taken some action to comply with regulations and national minimum standards over time, but they fail to sustain compliance consistently. We found that the responsible individual had not sustained compliance with seven regulations, meeting individual needs, health needs of children, fitness of premises, health, safety and hazards, supervision of staff, notification of significance events and safeguarding. CIW have therefore issued priority action notices. Details are summarised at the end of the report.

## Well-being

## Adequate

Children have a sufficient voice at the service, and they feel safe and happy. They make satisfactory choices from the range of resources available. Children are beginning to develop their self-help skills appropriately and interact well alongside each other. Children are listened to when they attempt to communicate both verbally and non-verbally, such as when a child pointed to the interactive screen to play a favourite song and staff responded. We also saw some older children enjoying a chosen craft activity which included painting and others choosing to play in the soft play and ball pit area.

Most children arrive eagerly and cope very well as they separate from their parents and carers. They form close bonds with the staff, which has a positive impact on their well-being and motivation. The majority of children settle without any difficulty. Those that struggle receive gentle comfort and reassurance from staff. Children are aware that staff will listen to their choices and strive to respond to their needs. They approach staff when they are hurt and receive comfort from them. The majority of children express their views clearly and communicate their needs and preferences using non-verbal clues such as pointing, signing and gestures. Children who are not ready to sit at circle time, have the freedom and choice to happily explore their learning environment.

Most children are enthusiastic and interested in their play for some of the time. However, they do not always gain a sense of achievement as access to suitable resources is limited. A few children concentrate for an appropriate amount of time, for example when playing excitedly in the sand tray, enjoying the sensation of the sand on their skin. Children respond well to encouragement and instructions from staff and many join in enthusiastically with the singing session at circle time and with a music and movement session. A few of the children feel a sense of pride, as they successfully place decorations on the gingerbread man during a craft activity.

A few children complete self-care tasks independently, or with staff encouragement if needed. For example, they wash their hands at appropriate times. Others are encouraged to try and wear coats and shoes independently prior to outdoor play. During the inspection, children participated mainly in free play opportunities, with little evidence of any planned activities. Several children enjoyed exploring the soft play equipment and ball pit and received praise such as "good boy, good climbing!" when they had managed to get up to the top of the soft play structure.

## Care and Development

Poor

Staff arrange the premises adequately to promote children's learning, independence, curiosity and developmental skills. They arrange internal areas to provide children with a range of play opportunities which encourages them to move from one activity to another. However, activity planning and tracking children's progress is underdeveloped. The lack of observations results in missed opportunities to develop children's skills in line with their specific needs. This is because staff have only recently started observations of children's achievements in a minority of areas of learning. As a result, the setting's procedures to observe children and assess their progress across the curriculum are underdeveloped. As a result, staff do not have enough knowledge about individual children's development to ensure that provision meets their needs and supports them to make the best possible progress. There are limited opportunities for children to learn about the world around them, although staff plan a few activities around cultural celebrations.

Staff have a friendly, caring approach and manage interactions with children positively. They praise children consistently for their efforts and celebrate their achievements. Staff are responsive to children; they listen and respect their choices and requests. They join children in play and engage them in conversation appropriately. However, at present due to staffing issues, the service does not have robust procedures to effectively oversee the needs of children with additional learning needs. The setting's arrangements to safeguard children do not meet requirements and gives cause for concern. Not all staff fully understand the process and procedure linked to the policy in relation to recording safeguarding issues. They do not always maintain confidentiality with records and do not always include sufficient detail about action taken. Medication records are completed and signed by parents, carers and staff. During the course of the inspection the people who run the setting have amended the current system of recording medication to include more detail in relation to the signing in and out of medication. They have also placed a new lockable safe to store medication in the main base room. Additionally, staff had not completed all documentation using ink as some had been completed in pencil and not all had been signed and dated.

Staff understand but do not always implement the setting's health, safety and wellbeing policies and procedures effectively. Staff promote healthy lifestyles and encourage children to eat healthily. However, they do not follow individual children's dietary requirements and plans fully. Drinking water was not always accessible throughout the day as it was placed out of children reach. In addition, staff do not always ensure that they are correctly equipped to deal with all children's identified health needs. Staff wash their hands regularly and deal with intimate care sufficiently. Toileting facilities are suitable and children's privacy, and dignity is respected. However, staff do not identify risks to the health or safety of children and do not respond effectively to potential cross infection and hazards. For example, in the toilet and bathroom area children's spare clothing was stored openly on a surface area and a bottle of washing liquid left within easy reach of children.

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**Environment****Poor**

People who run the setting have a large two storey, spacious purpose-built building which has been adapted to provide specialist care for the needs of the children attending. However, they do not ensure that the setting premises is always suitably maintained. They have basic risk assessments in place and a checklist which they use to identify, on a daily basis, any potential risks to children's health, safety and hygiene. However, these systems are not always effective as they do not identify all potential hazards or undertake the required remedial action. The people who run the setting confirmed that they completed visual daily opening and closing checks. Although on paper the daily checklists appeared to be comprehensive, they were not implemented in practice. For example, we found that the children's toilet space was not clean and tidy and the jacuzzi bath was full of small toys and had not been emptied and cleaned from prior use. A lot of clutter was stored under and alongside the changing station and children's toys left on the bathroom floor. The sluice sink was dirty with children's paint. The hallway, stair footwell and landing was full of clutter and used to store excess equipment which posed a potential health, safety and fire hazard. The general clutter within these rooms and areas makes it difficult to ensure thorough cleaning.

The main playroom looked cluttered and contained many small world toys which posed a potential choking and trip hazard to the children attending particularly as many children preferred to be barefooted. Some display boards that the children choose to access are set at a height that the children are unable to reach which in turn causes some children to climb tables and chairs to get to them. The cot in the quiet room did not have a bottom sheet and blankets and covers had been left in the cot from the previous day. The water tray in the outdoor area was full of stagnant water with toys left in the water. Several toys that looked in a poor state of repair or broken had been left in the underside of the wooden ark play structure.

In the main, leaders provide a satisfactory range of equipment, toys and resources and these are easily accessible to the children. However, not all of these are in satisfactory condition, especially some of the outdoor toys as they are broken, weather worn and not well maintained. Not all toys and resources are age or developmentally appropriate. For example, we saw some children having access to small world toys which were inappropriate to many children attending. There was no evidence of multi-cultural resources to promote festivals and celebrations and the person in charge confirmed this.

## Leadership and Management

Poor

The setting has experienced significant challenges and changes to staffing. Recently, there has been a period of significant instability due to repeated changes in leadership. The current person in charge and deputy are new to their roles. Despite the challenges, they provide a warm and welcoming provision for children. The responsible individual and person in charge strive to provide an environment where children are happy and make good progress. However, leaders have not yet established a shared vision that ensures a consistent approach to supporting children's learning. As a result, most staff, despite their commitment to the provision and the children's welfare, remain unsure of how to develop and improve their practice and are uncertain of their roles and responsibilities.

The setting has a statement of purpose that ensures parents have relevant information. People who run the setting provide a suitable range of policies and share these appropriately with parents. However, they do not ensure that all necessary policies and procedures include all relevant information. For example, aspects of the setting's safeguarding procedures do not meet requirements. This results in a majority of staff being unclear about important procedures designed to keep both themselves and children safe.

The setting has appropriate arrangements for identifying strengths and areas for improvement and all staff are committed to improving the quality of provision and outcomes for children. People who run the setting make beneficial use of information from a range of sources to inform the self-evaluation process. For example, they work with the local authority to reflect upon the learning environment and organise resources into suitable learning areas. This has a positive impact on children's independence and engagement in their play. However, monitoring and evaluation processes to support continuous improvement are limited. Most leaders and staff take advantage of opportunities for continued professional development and strive to improve their performance. This is beginning to have a positive impact, such as aiding the development of staff understanding of the importance of child led play.

People who run the setting do not always communicate appropriately with staff to improve their practice and this leads to a confusion in roles and responsibilities. Improvements have been made to maintaining staff files and keeping records effectively since the second visit of the inspection episode on 6 December 2022. As a result, the system for recruitment currently meet regulations. However, staff had not received supervisions and appraisals since 2019. During the course of the inspection, some staff have received supervision sessions. Staff do not have effective opportunities to reflect on their practice and identify targets for improvement. The setting has an appropriate range of partnerships that improve the quality of provision and outcomes for children. For example, people who run the setting work effectively with a range of agencies, charities and the local community.

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

R1 – Complete all documentation with permanent ink/biro and not pencil.

R2 – Ensure all documentation is signed and dated.

R3 – Ensure that drinking water is accessible to children throughout the day at a height that is suitable for them.

R4 – Ensure that wall displays are placed at appropriate and safe heights in order to enable children to see these without causing additional risks and

R5 – Formalise observations and link them to planning for individual children's progress.

### 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
22	The safeguarding policy does not contain all the required information and staff unclear and not following the procedure. Update the safeguarding policy and ensure staff are clear on the procedure to follow	New
29	Staff do not receive regular supervisions and annual appraisals. Ensure that staff receive regular supervisions and annual appraisals	New
25	Risk assessments are ineffective. Ensure the risk assessments identify hazards and record the remedial action taken.	New
24	Leaders and staff do not ensure that children's health and individual needs are always met. Ensure that procedures and staffing are in place to support	New

	children's health and individual needs.	
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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
31	Leaders do not inform CIW of significant events. Notify CIW of significant events that affect the health and welfare of children attending the setting.	New
37	Jacuzzi was not working. Ensure equipment is well maintained and functioning so as to meet and support the needs of individual children.	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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