



Inspection Report

Enfys Hapus Day Nursery

**187 Cathedral Road
Cardiff
CF11 9PN**



Date Inspection Completed

23/11/2020

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About Enfys Hapus Day Nursery

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Enfys Hapus Nursery and Day Care Centre Limited
Registered places	55
Language of the service	Both
Previous Care Inspectorate Wales inspection	16 May 2019
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	The service is working towards providing the Welsh Language active offer and demonstrates a significant effort to promoting the Welsh language and culture.

Summary

This is an inspection undertaken during the Covid 19 pandemic. We have therefore focused on the priority areas for this service and not the full quality framework.

Children settle easily and are relaxed and confident when playing with their friends in their support groups. They have warm relationships with staff and are becoming familiar with the routines of the nursery. Children have suitable support to meet their individual needs because sufficient staff are in place. All staff understand their role and clear policies and procedures support them. There are systems in place to ensure that the environment is safe, secure and hygienic. Staff mostly implement these processes well although some improvements are needed. People who run the nursery are committed to making changes to ensure the safe care of all children. There are new systems in place to meet the recommendations of the guidance developed during the Covid-19 pandemic. The management structure provides good operational support for staff who speak highly of the support they receive from managers. Parents express satisfaction with the quality of care provided to their children and describe staff as 'positive and friendly'.

Well-being

This was a focused inspection, we have not considered this theme in full and therefore we have not issued or revised any ratings awarded previously.

Children are listened to and are developing resilience as they adapt to new routines and changes which have been implemented due to the Covid-19 pandemic. They readily engage in the hand sanitising and hygiene procedures as requested.

Children feel safe, happy and valued at the service. Most children separate easily from their parents, settle well into their groups and make close relationships with familiar staff and children. Children approach care staff spontaneously to seek reassurance or support and chat and share information with staff whom they regard as trusted adults. They play confidently, generally accessing activities that interest them. Some children use Welsh as their first language and this is encouraged.

Care and Development

This was a focused inspection, we have not considered this theme in full and therefore we have not issued or revised any ratings awarded previously.

Staff safeguard children and keep them safe and healthy. They mostly follow health and safety routines which are designed to ensure children's well-being.

During the Covid pandemic staff must ensure all health and safety routines are robust and used to maintain an infection controlled environment at all times. Some attention is needed to carefully plan specific activities such as meal times. This will ensure all resources are readily available and on hand and avoid delays to children's routines. The nursery staff clean designated areas regularly throughout the day. The managers have increased the weekly hours of the cook/housekeeper to ensure all areas of the premises receive regular deep cleaning.

Risk assessments and checklists are in place to ensure cross infection is minimised and these are strengthened as needed.

Staff treat children with dignity and respect, using policies and procedures to guide them. They speak with confidence about their role in the setting and know where to get support if required. They are clear how to raise any areas of concern and know these will be listened to. Staff speak positively about changes at the service, which have improved standards and outcomes for children.

Environment

This was a focused inspection, we have not considered this theme and therefore we have not issued or revised any ratings awarded previously.

Leadership and Management

This was a focused inspection, we have not considered this theme in full and therefore we have not issued or revised any ratings awarded previously.

People who run the nursery work hard to provide a good childcare service. There is a clear vision for the nursery, and the statement of purpose reflects this. Managers have developed and implemented suitable operational policies. They ensure that a sufficient number of suitably qualified and experienced staff care for the children. Staff rotas provide evidence of this. Managers maintain an accurate register of children. Improved staff supervision and induction processes ensure all staff clearly understand and follow policies and procedures. Managers follow up any issues of concern and ensure all safety information and new ways of working are clearly understood. The person in charge has good oversight of the operation and management of the nursery.

All staff have the required checks, before they start, to determine their suitability to work in the nursery. This includes Disclosure and Barring Service (DBS) certificates.

The appointment of a Wellbeing Officer within the nursery is a positive step forward to address the issue of staff retention and staff satisfaction. The intention is for each member of staff to meet with this officer on a regular basis to address any wellbeing issues. This is likely to improve performance and commitment of staff.

Managers are keen to improve the service and implemented changes and adaptations at once after discussion with inspectors on the day of the inspection.

Areas for improvement and action at the previous inspection

None		
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Areas where immediate action is required

None	
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Areas where improvement is required

None	
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Recommendations to meet with the National Minimum Standards

None

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No noncompliance records found in Open status.