



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CORPORATE PARENTING BOARD

8th May 2019

REGISTERED CHILDCARE PROVISION – QUALITY UPDATE

REPORT OF THE DIRECTOR, COMMUNITY & CHILDREN'S SERVICES IN DISCUSSION

WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR C LEYSHON

Author: Rachael Ceshion – Childcare Delivery Manager
Jessica Allen – Childcare and Young People Service Manager,
Community, Wellbeing and Resilience Service, Tel: 01443 281437

1. PURPOSE OF THE REPORT

The purpose of this Report is to update members on the Care Inspectorate Wales (CIW) registered childcare settings overseen by the Community, Wellbeing and Resilience Service (CWRS).

2. BACKGROUND

A number of significant services changes have been undertaken since the last report was presented to Corporate Parenting in March 2018.

A review was undertaken of the Ynyscynon Day Nursery and Flying Start Childcare provision which lead to the day nursery element of the Ynyscynon provision coming to an end. This also then resulted in the establishment of a new team structure across the Ynyscynon and Penrhys childcare settings

Flying Start Tonyrefail has also moved site into a purpose built pod on the grounds of the Tonyrefail Community College.

Over the past year, the Early Years and Family Support Service (EYFSS) has undergone a full service review, resulting in a restructure of the provision provided by EYFSS. These changes included the disestablishment of the EYFSS and the subsequent creation of the new Communities, Wellbeing and Resilience service area, which includes the Children and Young People's Service, Resilient Families Service, Service Planning & Transformation Team and Community and Families Commissioning Team. The provision of childcare is a key element of the Children and Young People's Service.

3. OVERVIEW

Across the CWRS there are a number of childcare provisions that are registered with CIW; those that are registered and operated by the Local Authority and those that are registered by third party organisations and commissioned to deliver childcare provision on behalf of the Authority. The process by which each childcare provision is quality assured and monitored differs based on the service that each setting provides.

Within Rhondda Cynon Taf there are six CIW registered childcare settings that are run by the Local Authority. These are:

- Aman Flying Start Childcare
- Penrhys Flying Start Childcare
- Tonyrefail Flying Start Childcare
- Tylorstown Flying Start Childcare
- Pontypridd Day Nursery and Flying Start Childcare
- Ynyscynon Day Nursery and Flying Start Childcare

Set out in the table below are descriptions of each provision with corresponding commentary concerning the latest inspection feedback, summary of strengths, recommendations and action plans for necessary improvements.

Provision/ Setting	Service Description	Date of Last CIW Inspection	Inspection Feedback/Actions
Aman Flying Start Childcare	This childcare setting is based in the Aman Early Years Centre and managed by the CWRS. It provides sessional care (not full day care) to Flying Start children from the term after their second birthday to the term after their third birthday. The service provides 2.5 hours per day, 5 days per week, 42 weeks per year. Due to the numbers of children entitled to access Flying Start childcare in the area, there are two sessions delivered on a daily basis, one in the morning and one in the afternoon. The setting is registered for a total of 30 children per session, therefore, up to 60 children	29 th January 2016	<p>No CIW Inspection has occurred since report presented to Corporate Parenting Board, March 2018.</p> <p>Summary of strengths and areas for development identified at internal quality monitoring 19/3/19</p> <p><u>Overview</u></p> <p><i>The setting benefits from strong leadership and knowledgeable practitioners who work well together as a team. They provide interesting activities and a stimulating indoor and outdoor environment where children's well-being and involvement is high.</i></p> <p><u>Areas of strength</u></p> <ul style="list-style-type: none"> • <i>Child / adult interactions are very good. Practitioners are warm and caring and clearly know the children well. They are very skilled at sensitively intervening in children's play in order to scaffold language development and move learning on.</i> • <i>The snack routine is a warm and sociable experience where staff promote learning opportunities and conversation including the need to eat healthily. The staff also eat with the children modelling appropriate social skills.</i> • <i>The setting has worked hard to develop the cultural awareness within the setting through the provision and practice.</i>

	<p>can access the provision per day.</p>		<p><u>Areas for development</u></p> <ul style="list-style-type: none"> • <i>The setting should develop stronger links with the local community by inviting them into the setting and by going ‘out and about’. This will contribute to the environment by providing greater learning opportunities for the children.</i> • <i>The children would benefit from practitioners who use more incidental Welsh throughout the session.</i> • <i>On the day of the monitoring visit, the water tray indoors was closed off for snack time and was not opened again. Children should have access to some sort of water provision throughout the whole session.</i> <p><u>Immediate actions identified</u></p> <p><i>No immediate actions were identified.</i></p> <p><u>Areas for training identified</u></p> <p><i>No areas for additional training were identified.</i></p>
<p>Penrhys Flying Start Childcare</p>	<p>This childcare setting is based in the Penrhys Flying Start Centre and managed within the CWRS. It provides sessional care (not full day care) to Flying Start children from the term after their second birthday to the term after their third birthday. The service provides 2.5 hours per day, 5 days per week, 42</p>	<p>20th June 2017</p>	<p>No CIW Inspection has occurred since report presented to Corporate Parenting Board, March 2018.</p> <p>Summary of strengths and areas for development identified at internal quality monitoring 29/3/19</p> <p><u>Overview</u></p> <p><i>The practitioners at the setting provide a nurturing, interesting and language-rich environment where children’s well-being and involvement is high. Key-workers know the children well and are in tune with their individual needs and preferences. There are key areas in the leadership</i></p>

	<p>weeks per year. Due to the numbers of children entitled to access Flying Start childcare in the Penrhys and Ystrad area, there are two sessions delivered on a daily basis currently: one in the morning and one in the afternoon. The setting is registered for 12 children per session, therefore, up to 24 children access the provision per day.</p>		<p><i>and management regarding implementing key tasks, which need to be addressed immediately.</i></p> <p><u><i>Areas of strength</i></u></p> <ul style="list-style-type: none"> • <i>The snack routine is a warm and sociable experience where staff promote learning opportunities and conversation including the need to eat healthily. The staff also eat with the children modelling appropriate social skills.</i> • <i>Areas of continuous provision are available throughout the session via indoor / outdoor free-flow play. These are enhanced with a range of imaginative resources.</i> • <i>The setting has good parent partnerships; all staff make every effort to establish good relationships with the families.</i> <p><u><i>Areas for development</i></u></p> <ul style="list-style-type: none"> • <i>The current items for raising an awareness of cultural diversity are adequate but this could be developed further by the addition of authentic resources. These must be real-life and realistic.</i> • <i>Reviewing and monitoring procedures at the setting need to be developed in relation to paperwork. A robust system needs to be put in place to monitor accidents/incidents and updating children's personal information on a regular basis.</i> • <i>Setting to ensure roles and responsibilities of staff are clearly communicated/displayed and staff attend the relevant training.</i> <p><u><i>Immediate actions identified</i></u></p> <p>Organisation and Management of Setting 12: <i>Is there effective support in place for children with additional needs?</i></p>
--	---	--	---

			<ul style="list-style-type: none"> • Quality indicator: <i>The setting has a named Additional Learning Needs Coordinator (ALNCO) and Deputy Additional Learning Needs Coordinator who have attended appropriate training</i> • Suggested action to be undertaken: <i>The setting is required identify team members to undertake appropriate training to carry out the role of ALNCO and Deputy. The setting must ensure that these roles are clearly noted on the staff notice board and communicated to all setting staff.</i> <p>Healthy Child 4: <i>Does your setting have a Policy and Procedure in place for nappy changing and toilet training?</i></p> <ul style="list-style-type: none"> • Quality indicator: <i>The child's individual needs are met and practitioners are informed of children's likes and dislikes when having their nappy changed.</i> • Suggested action to be undertaken: <i>The setting should display individual child's likes/dislikes in an appropriate area of the setting to ensure that these needs are communicated to all appropriate setting staff.</i> <p><u>Areas for training identified</u></p> <ul style="list-style-type: none"> • <i>Process for recording and monitoring accidents/incidents.</i> • <i>Behaviour related training to update knowledge and skills of all setting staff.</i> • <i>Cultural awareness training for all setting staff</i>
--	--	--	---

<p>Tonyrefail Flying Start Childcare</p>	<p>This childcare setting is based in a purpose built self-contained childcare unit on the site of Tonyrefail Community School. It provides sessional care (not full day care) to Flying Start children from the term after their second birthday to the term after their third birthday. The service provides 2.5 hours per day, 5 days per week, 42 weeks per year. Due to the numbers of children entitled to access Flying Start childcare in the area, there are two sessions delivered on a daily basis, one in the morning and one in the afternoon. The setting is registered for 19 children per session, therefore, up to 38 children can access the provision per day.</p>	<p>31st July 2018</p>	<p>No CIW Inspection has occurred since report presented to Corporate Parenting Board, March 2018.</p> <p>Summary of strengths and areas for development identified at internal quality monitoring 21/3/19</p> <p><u>Overview</u></p> <p><i>The setting benefit from strong leadership and knowledgeable practitioners who work well together as a team. They provide interesting activities and a stimulating indoor and outdoor environment where children’s well-being and involvement is high. The physical environment was nurturing and activities where enhanced based on the children’s interests.</i></p> <p><u>Areas of strength</u></p> <ul style="list-style-type: none"> • <i>The leadership of the setting is strong and there are clear procedures in place for its organisation and management. The setting benefit from a detailed, up to date evidence portfolio.</i> • <i>Adult-child interactions are a strength of the setting. Practitioners follow the child’s lead and have a good understanding of how to promote their learning and development through first hand experiences. They are warm, sensitive and responsive to all children including those with additional need</i> • <i>The children’s busy books provide a holistic view of the child and the presentation is of a high standard and consistent throughout the team.</i> <p><u>Areas of development</u></p> <ul style="list-style-type: none"> • <i>The children would benefit from practitioners who use more</i>
--	---	----------------------------------	---

			<p><i>incidental Welsh throughout the session not just during set routines such as, washing hands/home time etc.</i></p> <ul style="list-style-type: none"> • <i>Setting would benefit from working on links with the local community. This will contribute to the environment by providing greater learning opportunities for the children.</i> • <i>The current items for raising an awareness of cultural diversity are adequate but this could be developed further by the addition of authentic resources. These must be real-life and realistic.</i> <p><u><i>Immediate actions identified</i></u></p> <p><i>No immediate actions were identified.</i></p> <p><u><i>Areas for training identified</i></u></p> <ul style="list-style-type: none"> • <i>Cultural awareness training for all setting staff.</i> • <i>Process for carrying out self-evaluation procedures.</i>
<p>Tylorstown Flying Start Childcare</p>	<p>This childcare setting is based next door to the Contact Centre facility in Tylorstown (the former library). It provides sessional care (not full day care) to Flying Start children from the term after their second birthday to the term after their third birthday. The service provides 2.5 hours per day, 5 days per week, 42 weeks per</p>	<p>31st July 2018</p>	<p>Since the report presented to Corporate Parenting Board, March 2018 a Care Inspectorate Wales (CIW) inspection has taken place on the 31st July 2018.</p> <p>Summary of the findings from the CIW report:</p> <p><u>Overview</u></p> <p><i>Overall, Care Inspectorate Wales (CIW) found that children are well settled and comfortable at the service. Staff have warm and caring relationships with the children. Children are cared for in a safe, clean and child friendly environment. Children experience an excellent range of educational activities and play opportunities. Leaders manage the</i></p>

year. Due to the numbers of children entitled to access Flying Start childcare in the area, there are two sessions delivered on a daily basis, one in the morning and one in the afternoon. The setting is registered for 26 children per session, therefore, up to 52 children can access the provision per day.

business well.

Improvements

There were no improvements recorded.

Requirements and recommendations

CIW recommended that the setting should:

- *ensure that all staff files have a staff photograph in place - **Actioned***
- *ensure that both the staff member and person in charge (PIC) sign and date the supervision record – **Actioned***
- *ensure that the register of attendance is updated to include signing in and out times - **Actioned***
- *ensure the entrance to the office is protected via a safety gate to avoid children having access to this area.- **Actioned***

Summary of strengths and areas for development identified at internal quality monitoring 13/3/19:

The practitioners at the setting provide a nurturing, interesting and language-rich environment where children's well-being and involvement is high. They are also skilled at sensitively intervening in children's play in order to move their learning and development on.

The setting would benefit from looking at widening their resources to offer a variety of activities for the children, and create areas where the children can access resources to aid play independently. The setting would benefit from reviewing the layout of the setting so that all messy activities

are retained in one area. Therefore, creating a busy area and a quiet area to utilise the most of the two rooms available.

Areas of strength

- The use of the Welsh language at the setting is excellent and this has developed since the last monitoring visit. Practitioners actively promote the Welsh language through a number of Welsh language songs and via incidental Welsh words and phrases used throughout the session.
- The snack routine is a warm and sociable experience where staff promote learning opportunities and conversation including the need to eat healthily. The staff also eat with the children modelling appropriate social skills.
- Health and Safety, personal hygiene procedures are robust and documented appropriately.

Areas of development

- The children would benefit from the opportunity to play with resources representing a wider range of cultural diversity
- Setting would benefit from develop resources for construction and sand/water so the children have the opportunity to play with a range of resources including natural materials, which they can access independently.
- The use of the outdoor provision at the setting would benefit from being reviewed to ensure that the area is used to its best.

Immediate actions identified

No immediate actions were identified.

			<p><u>Areas for training identified</u></p> <ul style="list-style-type: none"> • Cultural awareness training for all setting staff • Process for carrying out self-evaluation procedures
Pontypridd Day Nursery and Flying Start Childcare	This childcare setting is based in the Graig Flying Start building and managed by the CWRS. The setting offers full day care from 7.30am to 6pm. The setting is registered for 19 children in total, offering 12 Flying Start places. Flying Start children can access the term after their second birthday to the term after their third birthday, providing 2.5 hours per day, 5 days per week, 42 weeks per year. The setting operates one session which is delivered on a daily basis, in the morning. The day Nursery element offers 4 Day Nursery places in the morning and 4 Day Nursery places in the afternoon for children under the age of 8 years old.	22 nd June 2018	<p>Since the report presented to Corporate Parenting Board, March 2018 a Care Inspectorate Wales (CIW) inspection has taken place on the 22nd June 2018.</p> <p>Summary of the findings from the CIW report:</p> <p><i>Children are able to enjoy and learn from an extensive range of interesting activities and experiences. They are settled, confident and at ease in their surroundings and engage well with other children and their key workers. Staff have sound knowledge of the children's needs and development, and provide nurturing, supportive care. There is a stable staff team of skilled individuals, most of whom are long-serving at this service. The team is well managed by an experienced Person in Charge (PiC), with additional support from Flying Start Managers. The environment is stimulating and very well resourced both inside and outside. Some improvements are required with regards to leadership and management.</i></p> <p><u>Improvements</u></p> <p><i>All recommendations made during the previous inspection have been acted upon, namely, developing risk assessments (particularly for the outside space and timber walkway), ensuring that parents date accident records and ensuring that all pre-employment checks are recorded in staff files, including a health declaration form. We noted that many of the policies and procedures have been improved and</i></p>

continuing professional development for staff is strong. Leaders took prompt action to address recommendations made during this inspection.

Requirements and recommendations

*We identified an issue of non-compliance in line with the Child Minding and Day Care (Wales) Regulations 2010 - Regulation 29 (3) (a) Employment of staff. This is because the person in charge and staff members have not received an annual appraisal for some time. As this did not have any impact on children and management of staff was otherwise strong, we have not issued a non-compliance notice on this occasion. Since the inspection, the provider has given reassurance that a new appraisal system is in place. **Actioned***

Recommendations for best practice:

- Review the deployment of staff, ensuring time is afforded for tasks/paperwork – **Under review**
- Review the parent/carer pack for consistency – **Under review**

Summary of strengths and areas for development identified at internal quality monitoring 3/4/19

The practitioners at the setting provide a nurturing, interesting and language-rich environment where children's well-being and involvement is high. Key-workers know the children well and are in tune with their needs.

Areas of strength

- *The physical environment was nurturing and activities were enhanced based on the children's interests and developmental needs*
- *The snack routine is a warm and sociable experience where staff*

			<p><i>promote learning opportunities and conversation including the need to eat healthily. The staff also eat with the children modelling appropriate social skills.</i></p> <ul style="list-style-type: none"> <i>• Adult-child interactions are a strength of the setting. Practitioners follow the child's lead and have a good understanding of how to promote their learning and development through first hand experiences. They are warm, sensitive and responsive to all children including those with additional needs.</i> <p><u><i>Areas of development</i></u></p> <ul style="list-style-type: none"> <i>• The children would benefit from all practitioners using more incidental Welsh throughout the session.</i> <i>• Setting to develop team meeting agendas so that they include the observational assessment tool in weekly team meetings.</i> <i>• Develop reviewing procedures for annual checks and staff supervision.</i> <p><u><i>Immediate actions identified</i></u></p> <p><i>Organisation and Management of Setting 3:</i> <i>Does the setting have clear procedures in place to ensure that team meetings are carried out on a regular basis?</i></p> <ul style="list-style-type: none"> <i>Quality indicator:</i> <i>Observational and Assessment tool is always part of the team meeting agenda.</i> <i>Suggested action to be undertaken:</i> <i>The setting should ensure that the Observational and Assessment tool is a set agenda item during weekly team meetings, which is used purposefully to evaluate practice.</i> <p><i>Organisation and Management of Setting 4:</i> <i>Does the setting have clear process in place that Self Evaluation is a continuous process to</i></p>
--	--	--	--

			<p><i>which all practitioners contribute?</i></p> <ul style="list-style-type: none"> • Quality indicator: <i>This process is incorporated into the team meetings minutes.</i> • Suggested action to be undertaken: <i>Discussions held regarding implementing the Observational and Assessment tool quality indicators should be noted in team meeting minutes.</i> <p><u>Areas for training identified</u></p> <ul style="list-style-type: none"> • <i>Cultural awareness training for all setting staff</i> • <i>Process for carrying out self-evaluation procedures</i>
<p>Ynyscynon Day Nursery and Flying Start Childcare</p>	<p>This childcare setting is based on the site of the Ynyscynon Early Years Centre in Llwynypia and managed by the CWRS. The setting is registered with CIW to provide full day care. However, following recent changes to service delivery the setting now only provides Flying Start sessional care (not full day care). to Flying Start children from the term after their second birthday to the term after their third birthday. The service provides 2.5 hours per day, 5 days per week, 42 weeks per</p>	<p>3rd April 2017</p>	<p>No CIW Inspection has occurred since report presented to Corporate Parenting Board, March 2018.</p> <p>Summary of strengths and areas for development identified at internal quality monitoring 18/3/19</p> <p><u>Overview</u></p> <p><i>The practitioners at the setting provide a nurturing, interesting and language-rich environment where children’s well-being and involvement is high. Key-workers know the children well and are in tune with their individual needs and preferences. There are key areas in the leadership and management regarding supervision being carried out which need to be addressed immediately.</i></p> <p><u>Areas of strength</u></p> <ul style="list-style-type: none"> • <i>Safeguarding and Additional Learning Needs procedures at this setting are very good and staff are aware of meeting the individual</i>

	<p>year. Due to the numbers of children entitled to access Flying Start childcare in the area, there are two sessions delivered on a daily basis, one in the morning and one in the afternoon. The setting is registered for 19 children per session, therefore, up to 38 children can access the provision per day.</p>		<p><i>needs of the children.</i></p> <ul style="list-style-type: none"> • <i>The setting has good parent partnerships; all staff make every effort to establish good relations with the families.</i> • <i>Activities for the children were interesting and met the children’s developmental needs.</i> <p><u><i>Areas for development</i></u></p> <ul style="list-style-type: none"> • <i>Staff to role model at snack time and the setting to offer children appropriate child sized utensils to serve themselves independently and offer more learning opportunities at snack time.</i> • <i>Leader to complete supervisions in relation to setting policies and procedures.</i> • <i>Setting to implement robust procedures to monitor accidents/incidents at the setting.</i> <p><u><i>Immediate actions identified</i></u></p> <p><i>Organisation and Management of Setting 2: Does the setting have clear system for monitoring and implementing training requirements?</i></p> <ul style="list-style-type: none"> • <i>Quality indicator:</i> <i>Practitioner supervision is carried out within the time scales of setting policy and leaders should promote practitioner involvement in the preparation of the supervision agenda.</i> • <i>Suggested action to be undertaken:</i> <i>Practitioner supervisions must take place in accordance to the setting policy; it was observed that supervisions were not being carried out in accordance to the policy and with all staff.</i> <p><u><i>Areas for training identified</i></u></p> <ul style="list-style-type: none"> • <i>Process for carrying out self-evaluation procedures</i>
--	--	--	--

			<ul style="list-style-type: none">• <i>Process and procedures for carrying out high quality supervision sessions</i>
--	--	--	--

4. THEMES:

There are common themes that have emerged across all six Local Authority childcare settings from the use of the internal quality monitoring and the CIW inspection reports that have been undertaken in the last year.

Areas of Strengths:

- The practitioners at the setting provide a nurturing, interesting and language-rich environment where children's well-being and involvement is high.
- Adult-child interactions are a strength across the settings, which scaffold and extend children's learning experiences during their time at the setting.
- Positive relationships are formed between the children their families and the practitioners, which ensures that the children who attend the settings, needs are well met and are in tune with their individual needs.
- The settings leaders demonstrate strong leadership, which supports skilful and knowledgeable practitioners, who work well together as a team.

Areas for development:

It has been identified that the settings would benefit from Local Authority support to:

- Improve their reviewing, monitoring and documenting procedures, linked to their management systems to ensure that these are consistent across all six settings.
- Embed of the use of incidental Welsh Language within the learning environment.
- Establish systems to share good practices to ensure a consistent approach is fostered across all six settings.
- Extend the cultural experiences for the children to aid a rich learning environment.

Moving forward:

- Systems will be developed and implemented to ensure that leaders have a full understanding of what management systems are required to be in place and how these should be documented.
- A Welsh Language 'champion' will be established in each childcare setting to further support the development of the Welsh Language across the six settings.

- Regular leaders' forums will be established to ensure that good practice sharing takes place across all six settings. An initial focus will be to address the enhancing of cultural diversity and developing strong links with the community.

5. EQUALITY AND DIVERSITY IMPLICATIONS

An Equality and Diversity Assessment is not required as part of this information report.

6. FINANCIAL IMPLICATION(S)

There are no financial implications.

7. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

The National Minimum Standards, as stipulated by the Care Inspectorate Wales, is the main legal framework underpinning the operation of the childcare settings. However, other legislation is also considered in achieving a high quality service, namely, the United Nations Convention on the Rights of the Child, the Children Act 2004 and the Children and Families (Wales) Measure 2010. In support of the legal framework are the Welsh Government Flying Start guidance, which, albeit not legally binding, are followed as a means of discharging the Council's duties under the Flying Start grant terms and conditions.

8. LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES

The childcare settings complement the Council's corporate priorities and Cwm Taf's Wellbeing Plan to promote independence and positive lives for everyone by ensuring Rhondda Cynon Taf's children and young people will receive a great start in life.

9. CONCLUSION:

The implementation of the recent restructure of the Children, Wellbeing and Resilience Service in April 2019, will provide the childcare settings with positive and consistent management support and guidance to improve and build on the already established high quality standards, which will develop integrate a robust and unified approach across all six childcare settings.