



## Inspection Report

**Plantos Limited**

**Wern Fawr House  
Eastern Business Park, Wern Fawr Lane  
St Mellons  
Cardiff  
CF3 5XA**

**Mae'r adroddiad hwn hefyd ar gael yn Gymraeg**

**This report is also available in Welsh**



**Date Inspection Completed**

09/09/2022

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## About Plantos Limited

|  |  |
|--|--|
| Type of care provided                                      | Childrens Day Care<br>Full Day Care  |
| Registered Provider  | Plantos Ltd  |
| Registered places  | 50   |
| Language of the service                                    | English  |
| Previous Care Inspectorate Wales inspection                | 8 June 2022  |
| Is this a Flying Start service?                            |  |
| Does this service provide the Welsh Language active offer? | The service provides an 'Active Offer' of the Welsh language. It anticipates, identifies and meets the Welsh language and cultural needs of people who use, or may use, the service. |

## **Summary**

*This was a focused inspection, and, on this occasion, we only considered Well-being and Leadership and Management in detail.*

Most children are happy and feel secure at the setting. They have warm relationships with staff and enjoy the company of their friends. They have good opportunities to develop their relationships and independence through a mixture of free play and focus activities. The leadership and management of the setting is effective, and the people who run the setting engage with Care Inspectorate Wales (CIW). There are opportunities for staff to meet with managers regularly. The people who run the setting are committed to developing the setting in order to improve outcomes for children.

## Well-being

*As this was a focused inspection, we have not considered this theme in full.*

Children make decisions about how they spend their time at the setting. They know they can access the resources on offer to them. Children express their opinions freely and all attempts at communication are valued. Children cope well with separation from parents/ care-givers because daily transitions are consistent, and staff recognise and support individual needs. For example, a new child settles with encouragement to play with a favourite toy. Children who are unsettled are comforted warmly.

Interactions between children and adults are consistently good and children are actively engaged. For example, whilst making 'space play dough' in a group activity, children wait their turn to tip the flour. Children are interested and respond to questions and comments from adults and other children.

Children are developing their confidence and independence through the opportunities provided. Older children eat their breakfast independently and follow their interests during free play. They co-operate well with each other and engage in their play. For example, we saw a group of children sharing cards and happily playing a game together. Children are confident communicators, and happily approach us to chat about their play.

## Care and Development

*As this was a focused inspection, we have not considered this theme.*

## Environment

*As this was a focused inspection, we have not considered this theme.*

## Leadership and Management

*As this was a focused inspection, we have not considered this theme in full.*

Leadership and management of the setting is effective. The people who run the setting have procedures in place to ensure that everyone understands their responsibilities to safeguard children. For example, staff use the setting's mobile phone on school runs in line with their policy.

The people who run the setting ensure that they engage with CIW regulators and notify CIW of significant events. Records in relation to these notifications are kept; however, leaders have identified the need to develop a system to keep confidential records and avoid any gaps in communication. The system of recording accident/incidents and pre-existing injuries accurately has been an area for improvement for the setting. As a result, the people who run the setting have provided training during staff meetings and information posters for staff are displayed around the setting in order to improve consistency in recording these correctly. Through rigorous monitoring, leaders have identified some issues with the electronic app and are working to correct this.

The setting has two managers who have clear responsibilities in the day-to-day management of the setting. On a daily basis, one of the managers is super-numerary and is not included in the ratios to care for children. Staff receive regular individual appraisals and supervision meetings with the management team. They receive a questionnaire ahead of the meeting to facilitate discussion. Staff meetings have recently been re-introduced following the relaxation of Covid-19 regulations. All meetings have an agenda which is shared in advance and minutes of the meetings are kept. Safeguarding and well-being is a priority during these meetings. Managers meet regularly in order to respond to arising priorities. The priority action notice (PAN) issued at the last inspection in respect of provision of information is now closed.



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

R1 Embed a system to keep confidential records so that they are easily accessible.

### 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 |
|------------|--|--------|
| 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 |
|-----|--|-----|

**Date Published** 25/10/2022