



## 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**



**8 June 2022**

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## About Plantos Limited

Type of care provided	Children's Day Care Full Day Care
Registered Provider	Plantos Cyf
Registered places	50
Language of the service	English
Previous Care Inspectorate Wales inspection	7 October 2021
Is this a Flying Start service?	No
Does this service provide the Welsh Language active offer?	<i>'The service is working towards providing an 'Active Offer' of the Welsh language and intends to become a bilingual service or demonstrates a significant effort to promoting the use of the Welsh language and culture.'</i>

## **Summary**

This is a focused inspection and we have looked at the priority areas for this setting and not the full quality framework.

Most children are happy and settled at the setting. They have strong relationships with each other and with staff which helps them feel safe and valued. They are developing good independence skills through opportunities provided at mealtimes and consistent routines. Staff are appropriately qualified and understand their responsibilities to keep children safe and healthy. Staff provide children with an appropriate and appealing range of activities and experiences which promote curiosity, play and learning. The environment is suitably organised for the different age groups and has a well-equipped outside area. Risk assessments are in place and the premises is secure and safe. There is a clear leadership and management structure in the setting. The area for improvement issued at the previous inspection has not been met. Leaders evaluate the setting and have plans to improve the service.

## Well-being

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

Children communicate confidently at the setting and their opinions are valued. Children approach care staff to seek reassurance or support as needed. They chat and share information with staff whom they regard as trusted adults. Interactions between children and care staff are consistently good. Children have good opportunities to make choices and decisions about what affects them. At snack time younger children sit at a table and help themselves to a choice of healthy drinks and fruit. Children are sociable and chat during this time deciding how much time they need and move on to other activities when they are finished.

Children play confidently, generally accessing activities that interest them. In the outside area they choose from a range of activities such as a mud kitchen, climbing frame and bikes. They show respect and accept when friends want to move onto other activities. Children are enthusiastic and interested in their play and learning. They co-operate and interact well together. For example, two children work together using spades to move the leaves from one area of the garden to another.

## Care and Development

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

Care staff create a calm, welcoming atmosphere at the setting and work together to meet the needs of the children. They are consistent in their approach and mindful of children's age and stage of development when managing behaviour. They support children well to interact positively and thoughtfully with others. They talk to children at their level, giving them their full attention and respond positively. However, staff use very little incidental Welsh. They are proactive and effective in managing risks. For example, one member of staff supported a child on the climbing frame giving appropriate support and encouragement. As a result, the child had a great sense of achievement. Care staff have the relevant childcare qualifications, and some hold a higher level than is required. They plan suitable activities to develop a range of skills and they support children well in their play.

Care staff understand the need to keep children safe and healthy. They provide children with a healthy menu and there is plenty of food available. Care staff know children's allergies and cater for them appropriately, offering an alternative if needed. Staff have good safeguarding knowledge and told us they are confident to recognise the signs and symptoms of abuse and understand the setting's safeguarding procedures. They also know about their own responsibility to report any concerns to social services. Staff complete records relating to accidents, incidents and any pre-existing injuries children may have. However, a minority of forms did not record the information correctly.

## **Environment**

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

The environment is organised in a way that allows children to move freely and access resources independently. It has two outside areas which are well equipped. They offer good opportunities to develop gross motor skills using resources and equipment such as cars, bikes, and a good quality climbing frame. Children utilise a large, covered outside area for learning activities most of the year. Leaders have developed a woodland area for role play opportunities through using an outdoor kitchen, den, and campfire. Leaders ensure that any outdoor learning and play spaces are used as often as possible to support children's play and learning.

The internal and external areas of the setting are safe and there are CCTV cameras around the outside of the building. Care staff carry out effective risk assessments for the premises that identify and as far as possible, eliminate risks. Stair gates ensure that stairs and entrances to the rooms are secure, and children access age-appropriate dedicated rooms for sleeping. Visitors and staff are signed in on entry to the building, and staff sign in and out when leaving the building for school runs.

## **Leadership and Management**

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

Leaders complete a quality-of-care review annually and write a detailed and reflective report which is shared with CIW and parents. Parents and children have the opportunity to express their opinion on the setting. There is a comprehensive statement of purpose in place and leaders have plans to improve the setting. All the required policies and procedures are in place and leaders review these regularly. However, they have not fully implemented procedures in the 'mobile phone and electronic device use policy' as there is no mobile phone for the setting.

Leaders have failed to inform CIW of a significant event. As this was an area for improvement from the last inspection, we have now issued a priority action notice. The provider must take immediate action to address this issue. The setting has two managers who have clear responsibilities in the day-to-day management of the setting. The nursery brochure and operational plan state that both managers are super-numerary. However, on the day of the inspection both managers were included in the ratios to care for children. Leaders meet regularly and there are focused agendas set for these meetings. The Responsible Individual discusses staff appraisals and supervisions along with recruitment at management meetings. However, currently, the managers do not prioritise staff appraisals and supervisions, and as a result the quality and frequency are inconsistent. Leaders told us that they have plans to re-introduce regular staff meetings following the pandemic.



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

R1 Ensure all accident/incidents and pre-existing injuries are recorded correctly.

R2 Develop the quality of staff appraisal and ensure regular supervision for all staff.

R3 Ensure all staff follow procedures in the mobile phone policy.

R4 Ensure that there is always a supernumerary in place, and that person is not included in any calculation of adult:child ratios.

### 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
31	The provider has failed to notify CIW of a significant event. The provider must ensure that all relevant notifications are made within the required timescales.	Not Achieved

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

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