



Quality of Care Report – Little Cherubs Day Care Nursery May 2016

1. Purpose

The purpose of this report is to provide information to parents and users of Little Cherubs Day Care Nursery on how the nursery has performed and improved during the season May 2015- 2016. Included in this report is information describing the steps taken by the nursery to ensure improvement in performance and children's learning and development.

Every parent wants the best for their child. They expect childcare to be safe and of a good quality, because high quality childcare promotes children's development in the early years. The availability of affordable, safe and stimulating care is crucial in supporting families by enabling parents to work. It is equally crucial to the development of babies and young children as the foundation for their future success at school and in life.

2. About our nursery

At Little Cherubs Day Care Nursery we provide a fifty-three place, full day care nursery. We provide places for girls and boys from 6 weeks to five years of age. We are staffed with full/part time workers who are qualified or are working towards an NVQ 3. Several members of staff also hold or are currently working towards a level 5.

At Little Cherubs **day care nursery Cardiff** we feel that the children's care should promote security, self-esteem and develop warm and positive relationships. In partnership with the parents and the children we aim to create a nurturing, relaxed and friendly environment in which the children in our care feel safe and secure.

Quality childhood care and education will develop self-esteem, confidence and later learning. We support parents as the child's primary carer and first educator through mutual respect. We share information about the child's care, development and educational activities.

We aim to create a very homely environment for the children in our nursery, Play is not only crucial to the way children become self-aware and the way in which they learn social behaviour, it is also fundamental to intellectual development. Young children learn most effectively when they are actively encouraged in first hand experiences.

Children are listened to, appreciated and recognised in their efforts and achievements. We aim to ensure that the children are protected, respected and valued as small people in our nursery environment.

3. Our Vision Statement

Our Vision is that children who leave Little Cherubs have confidence and are socially and emotionally developed. Also they will have had the relevant foundation skills to enable them to go onto primary education and learning.

4. Aims

- Provide a coherent pre-school learning experience based within a play context, for children in their pre-school years which will enable them to progress to school education with confidence and ease.
- Provide a stimulating, supportive, secure and well-resourced learning environment.
- Promote at all times the self-confidence and self-esteem of the child.
- Assist children to become more independent and to think for themselves. Teach children to care for their environment and to be aware of the needs of others.
- Build a stronger and more professional early year's workforce and to drive quality through everything we do.
- Drive up quality, improve on the skills and knowledge of our staff.

Looking back over the past year

All the children within the setting have been actively involved in the planning process. Children within the pre-school age group have been involved by staff using a variety of different consultation methods (these will be detailed later on in the report). Within the younger groups staff identify the individual needs and interests of our younger children by using observational and listening skills to ensure every child's needs and interests are taken into account. Staff evaluate activities every month, often extending activities and topics further which have been successful and that children have enjoyed and want to learn more about. Children always receive praise by staff for their individual efforts and involvement. Stickers are a huge success and widely used in our 2-3yrs age group. Star of the week is in action in our pre-school group to celebrate children's individual achievements and efforts, receiving a trophy and a certificate to keep for the week.

Over the past year the children have been able to choose from a wide range of resources which have been organised to provide independent access (lots of new items have been purchased) Free-flow is now also incorporated in the 1-2yrs, 2-3yrs and 3-5yrs daily routine which ensures to give plenty of freedom of choice, from a range of different areas and activities. Our outdoor area has continued to be widely used and been further enhanced to incorporate a 'mud kitchen' and a 'mark making shed' which has allowed the children to assume more ownership and responsibility.

We have ensured to incorporate the UNCRC (United Nations Convention on the Rights of the Child) into our daily planning. Staff are always taking on board all children's views and interests (Every child has a voice) as well as ensuring they are protected and kept from harm.

Each child has an identified key-worker who supports them in taking forward their learning, caring for their individual needs and working in partnership with parents. Key-workers are on hand to chat with parents daily or appointments can be made whenever requested.

Home links are strongly encouraged through monthly newsletters, emails, information on the nursery website, nursery face-book page, from parent partnership events such as our annual fun day, the homework bags we send out in the baby unit, When Jofli bear comes to stay in the 2-3yrs and from the group home-work tasks often set by individual groups. Parents are informed of the monthly topics which are being followed in the monthly newsletter and information on the planning is available on all group boards / parent boards. Parents are encouraged to take part in events, such as our 'Happy Healthy Me Week', 'Sponsored events'. Parents are actively involved in staff appreciation and are encouraged to send across votes for an employee of their choice for their recognised hard work and efforts for employee of the month.

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All downstairs groups (2-3ys & 3-5yrs) participate in our daily tooth brushing programme, organised by the Designed to smile team. (Please note that forms must be signed and returned with permission prior to taking part in this scheme)

We have maintained our Gold Healthy snack award following on from last inspection (please see scrap books in the foyer with further details on this and how this has been achieved) we are now on the final phase of our Cardiff Healthy and Sustainable Pre-school Scheme. We have also signed up to the small workplace health award, which runs alongside this last section of chasps.

The Small Workplace Health Award is the national mark of quality for health and wellbeing aimed at organisations employing fewer than 50 people.

It is a developmental process, based on good practice and improvement and it can be used to support the creation of activities that promote the health and well-being of employees. The award has been developed to target the key preventable ill-health issues in the workplace, which will also help to increase organisational performance and productivity.

The three levels of the award, Bronze, Silver and Gold will reflect the range of actions that an organisation is taking to promote the health and well-being of its staff. The modules that make up each level are stand-alone and it is recommended that organisations view them as a developmental award to be achieved over time. Organisations taking part in the award will be supported by a Workplace Health Advisor.

Our improvement through self-evaluation has been good, Staff are encouraged to reflect daily on their planning and adapt their planning to suit, and individual targets are set for staff during their monthly supervisions.

Our promoting positive behaviour policy is being effectively implemented by all staff, which is adapted to suit the different age groups.

Staff regularly attend different training courses which they disseminate information and ideas back to other staff within the nursery to ensure we receive the full benefit of the training. This also helps staff own professional growth.

Staff are involved in regularly evaluating our progress through the use of evaluation tools and provide input into our action plans and work together on the best way to achieve these actions.

Staff have an opportunity to express their ideas and needs through our professional review and development process and work on improving their competencies.

We continue to provide additional activities for the children sourced from different outside agencies

Regular yoga & football sessions are on-going, the children love doing yoga with Rachel & practicing their football skills with Sports Extra. We also organise different visitors into the nursery, recently we received a visit from 'wonderful wardrobe' who carried out imaginative play sessions in all groups using a variety of different props & Jo from 'pyjama drama' visited last week and carried out an imaginative drama sessions with our 2-3yrs and 3-5yrs. The children thoroughly enjoyed both sessions so we will definitely be inviting them back to carry out some more fun sessions with the children. We are looking forward to Ffa-la-la (A Welsh music and movement group) visiting us on the 12th August. Ffa-la-la will be spending the whole morning with us and will be carrying out separate sessions with all groups in the nursery.

We have our own Health and safety team (Practical safety Solutions) Katie comes along monthly to discuss health and safety and ensure this is maintained at all times, Katie also provides additional training in this area and carries out regular spot checks on the setting.

We are active NDNA members (National Day Nursery Associations) and attend all the meetings and training events provided, this allows us to network with other setting sharing good practice and to keep ourselves updated.

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We have offered flexibility with extra sessions, these have been available throughout the year, We do our best to accommodate as many of these as possible, offering rewards of a free session with every 6 sessions which have been booked.

We have received lovely reviews on Net mums – thank-you very much if you have taken the time to leave a review

New Equipment / resources purchased

New toilet area in our pre-school group, low level sink with fun foamy soaps to encourage good handwashing. Fun foamy soaps also now installed in our 2-3yrs toilet / nappy changing area. This has definitely made hand washing much more fun!

Internet available in our pre-school groups, tablets purchased for children to use in small groups and to aid staff with planning ideas.

Regular stock of art and craft materials purchased throughout the year, to ensure we have a good variety of paints, glue, paper, card, pens, pencils, crayons, chalks, felt pens, stampers, paint pots, palettes, table top art centre, Coloured sand. Backings and borders for friezes.

Giant play parachutes x 4, New home corner in the 2-3yrs, lots of new Lego Duplo, new reading sofas in the 2-3yrs playroom, Little Tikes play house 1-2yrs, new play kitchen 1-2yrs playroom, rugs, playdough accessories, new camera, story baskets, Role play (bank, post office, hairdressers, Shop) equipment ready for our construction area, builder dressing up costumes, cement mixer, various construction signs. New books.

What is the nursery's capacity for improvement?

Continuous improvement is very important to us at nursery. We have a committed and very enthusiastic staff team who are able to work in partnership with parents and others in the community to provide a dynamic and stimulating learning environment which is regularly reviewed and adapted to ensure it remains at the forefront of best practice.

Our extensive and varied resources including our large nursery garden (play garden & sensory garden) provide us with many excellent opportunities to extend the quality of learning. This ethos of striving for excellence together with committed staff has enabled us to realise the benefits of self-evaluation.

Throughout the year we use many different methods to help us access and gain feedback on the quality of care within the setting from all the different users to the setting. This is done through self-evaluation, evaluation by staff of activities, consulting regularly with the children, by us asking staff for their feedback during staff supervisions, Appraisals and staff meetings and by us taking on any ideas or suggestions that parents offer and from information extracted the parent & staff questionnaires. We also ask new parents their feedback when viewing the nursery and when parents first settle their child in with us to help us further improve this settling in process for both children and parents.

Staff evaluation of activities has proved as always to have been extremely successful, as children are always observed for their involvement and enjoyment, from staff observing their interaction, body language, interests in activities on offer and from listening to the children while playing and their views and discussion of the activity. This aids the planning process as activities can continually be improved and adapted.

Staff Evaluation is a major part of the monthly planning process with all staff taking part, each month is evaluated by staff within their separate groups. Staff discuss the enjoyment of the topic / topics on offer, was this enjoyed? Were the children interested? Does this topic need to be taken further or adapted in anyway? What activities worked and didn't work, why they worked or didn't? How activities could in the future be extended and altered for the better. Staff look at observations made which were carried out at the time of the activity, and think of what would extend the children's learning needs further based on these observations.

Over the past year we have been busy consulting with the children on a daily basis through a variety of different means, below if a brief reasoning on why this is so important

Consultation with children is important because:

- It creates a closer match between the child and the curriculum it is experiencing.
- It builds self-esteem and positive attitudes when the learner is involved in the decision making.
- It increases intrinsic motivation that stays with a child throughout life.
- Children have a right to be treated with respect as individuals. We can show respect by valuing their thoughts and opinions.

Below are the consultation methods used over the past year within the setting

- Children actively involved in decision making when deciding on what new equipment to purchase. Looking at the children's interests and asking them directly for their views.
- Circle-time sessions, these act as starting point for listening by staff. (Using the talking stick)
- Setting up various Role play areas, giving the children opportunity to express their feelings and giving staff options to listen and carry out observations.
- Through the use of puppets and persona dolls, these help children to explore and express different feelings.
- Through observation and listening
- Involving children in the evaluation process of activities, asking for their feedback
- Devising group rules – rules are devised and negotiated by the children after a discussion so all children understand the rules and how rules have come about.
- Following routines – nursery routines are based on children's rhythm and interests, the children become familiar with routines, knowing and understanding when it's time to tidy up for lunch, this familiarity enables children to play an active part in the smooth transitions between one activity and another way of listening to the children and help the children explore their experiences of their pre-school environment..
- Looking at transitions as a topic, discussing transitions to new settings. (this is carried out during the summer ready to assist the school leavers)
- Allocating key-workers, allowing children who gel more with another key-worker can change over.
- Happy & sad paper plate faces
- Drinks and snacks within the nursery are designed in such a way as to not only meet the children's physical needs but to also to give children choices to develop their skills. Drinks are readily available in water bottles so children can help themselves (this will also be extended out to our 2-3yrs age-group over the next few weeks)
- Using the nursery camera to take photographs of what is important to them around the setting, such as important people, places in the nursery they particularly like or don't, pictures of activities they most enjoy.
- Through the children's section on the back of the parent questionnaire, this gives opportunity for the children to get involved and draw a picture of what they like or dislike about nursery.

New ideas which we will be adding to our present methods of consulting

- Introducing Thinking and talking floor books in our pre-school group, so the children within the group are able to plan and control. The children are able to ask questions about things of interest and find out the answers, recording this in a giant sketch book. This floor book would be an effective way to show the children's progress throughout a topic, giving the children the chance to decide what they as a group are going to learn about. This could be started off with a mind map of what the children wanted to know or learn about. Pictures, photos, drawings and statements from the children can all be added to the floor book.
- Supporting young children's friendships, allowing them time to develop these friendships.
- Ensuring that the children's individual profile books are accessible to them, so they are able to look through them and share them with other children and familiar adults.
- Change the nursery routine according to young children's changing interests and developing skills.
- Tours and map making, children in charge of the direction of a tour around the nursery and outdoor area, recorded by the children, taking photos, making drawings and then incorporated into maps of all the thing they like or may dislike.

*Our new Quality Monitoring form with all our ideas for how we plan to continue to quality monitor and consult with the children over the coming year in their different age-group will be available for viewing on all groups planning boards. Please ask a member of staff if you wish to be directed to this.

Staff feedback from questionnaires

The staff feedback we received back in the means of completed questionnaires was low, however the few we did receive back all gave very positive feedback for the nursery, with staff feeling happy in their roles and with the management support available. Staff commented on the good quality training opportunities that are open to them to ensure that they keep themselves professionally updated and enable them to progress in their careers. Staff mentioned that they feel motivated by seeing the children take part and enjoy the fun activities they have planned, and by other staff around them, supporting them in their roles. Staff feel they have good parent partnership links. We feel the reason for the poor response was due to the regular feedback that is taken from staff during supervisions, appraisals and staff meetings. Management & staff set different targets of new ideas to introduce, things to build on in different areas which are relevant to different job roles and age-groups which they work giving staff the chance to have their say and incorporate any ideas they have. Staff are aware of the open door policy and all feel confident and happy to come to us at any-time.

Parent's feedback from questionnaire, involvement in employee of the month votes

Firstly we would like to thank all parents who have actively been involved in giving us various feedback over the past year, your thoughts positive or negative are always gratefully received as they ensure that our practice and standards are continually improved and that praise can be given where deserved.

Over the past year many parents have actively taken part in the voting system used for employee of the month, these votes not only help us reward staff for their hard work but to identify what parents feel we are doing well and encourage other staff to also adapt these additional skills which have been appreciated.

With received a low number of parent questionnaires back, we thank those of you who took the time to give us the feedback we needed. We are hoping that the parents who did not take up the opportunity to complete a questionnaire are genuinely happy with everything we are doing at present. We do remind parents that suggestions, queries and ideas are always gratefully received and can be passed on to us whenever necessary through email or from using the message box in the foyer.

Firstly we will start on what parents have identified what we are doing well

- Healthy eating
- Caring staff
- Safe environment
- Excellent garden
- Outdoor activities
- Lots of outdoor play
- Home from home environment
- Very professional and friendly staff.
- staff are very kind and caring
- Welcoming
- Prepares children for school
- Newsletters informative
- Lovely holiday/ celebration activities, brings home lovely artwork at Easter, Christmas etc.
- All staff approachable
- Lovely having daily reports and staff going through how my child has been at the end of a session.

Where improvements can be made / suggestions

- More crafts, not as many taken home recently
- Feedback, depends on who is working when collecting
- Times of meals
- More parents evenings / chance for networking for parents
- More feedback on developmental progress not just when they leave a group.

- Menu board
- Nursery outings
- Staff to wear name badges
- Holiday allowance

Additional comments made

“My child loves their new group and has settled in well”

“My child is very happy and has made some lovely friends”

“Little Cherubs is such a professional and friendly place, everyone is so kind and welcoming and I know my daughter is in safe hands”

“Little Cherubs is just amazing and I would highly recommend it to my friends! My child loves nursery and starts smiling as soon as we walk through the door

“it is unfortunate that my child has had a couple of changes in keyworkers as he is a child who makes strong bonds over time, but we appreciate staff turnover will occur in the sector, he has had an excellent relationship with all of the staff at Little Cherubs””

“My child has come on so much since she started nursery and I can’t thank you all for the care, love and attention you pay my little girl”

Feedback from nursery on comments made

Thank-you for all the feedback and for the points that you feel as a nursery we are doing well at, we appreciate all the positive feedback.

We thank parents to have really thought about where they would like to see some improvements and have discussed all of these points in our last staff meeting to ensure all staff could think about these points together so we could draw up an achievable action plan which all staff are on board with.

We discussed the crafts that are taking place within the nursery and feel that the decline in this has purely been down to the in-put of free-flow into our daily routine as the children are now responsible for making their own choices as to what they wish to take part in. Part of the free-flow consists of a planned craft activity (every morning & every afternoon) this could be painting, sticking, junk modelling etc. which usually are based around the topic theme but due to the large amount of other activities on offer may result in a child not opting to do the craft activity.

Feedback of staff – some staff not giving such in depth feedback – this will be added to our action plan, as we want all parents to feel they are receiving the feedback required. We will discuss with group leaders during our next meeting what criteria they feel should be covered (depending on the age-group) so all staff are on the same page with what is sufficient.

Times of meals - Timing of meals and snacks within the nursery has been carefully planned, lunch-time stems from the early start lots of children have and from the timing of breakfast as we like to ensure the children are able to eat little and often throughout the day, also children’s meal times at nursery have to work with sleep / rest times, we feel that by eating at a later time (even 12.00) lots of children would have gone past this being too tired to eat. The time of tea then also stems from the early lunch, this appears to work for lots of parents as either a light snack can be given at home before bed-time or children are still able to take part in a family meal in the evening due to their early tea. Due to group care unfortunately this is what appears to be working for the majority of children who attend the setting.

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More parents evening / times for parents to network - In the past we have carried out parents evenings more frequently throughout the year, however the feedback we received in the past from parents was that these were too late in the evening due to this having to be out of nursery hours (from 6PM onwards so staff are available) which didn't suit many parents due to interfering with their child's bed-time routine, hence carrying out the annual fun-day on a weekend so all staff are free to chat without having ratio's to think about. The fun-day has definitely proved to be a huge success and we look forward to the next one coming up shortly on the 2nd July, we hope you can all make it. Parents can make appoints through the office to come in and speak to their child's key-worker whenever needed which proves to be working well. We will look into perhaps organising something similar to our fun-day the over Christmas period.

We have made changes to our nursery assessments, these are readily available at any-time, just ask your child's key-worker if you would like to take a look. Like mentioned above parents can be in control of when they wish to make an appointment to speak to their child's key-worker about their developmental progress in more detail.

The nursery menu board- We appreciate that in the past this process has not worked at all times, effecting parents with children in the downstairs groups where daily reports have been condensed and stopped altogether in our pre-school age-group, The menu board in the foyer has not been updated daily which we understand can be frustrating! As it is far easier to look than to ask staff what the meals and snacks were. Over the past few weeks we have been concentrating on ensuring this is being done daily, however we adding this to our action plan to ensure we keep on top of this.

Nursery outings, staff name badges, Holiday allowance

Unfortunately we are unable to organise children's outings / trips due to insurance and travel reasons due to the children's ages, however we will look into organising meet up days so parents from the setting can meet up in a child friendly location.

Name badges have been used in the past and didn't work for us as were unsafe, we have however updated all group doors with clear photographs of the group's staff with their names clearly below. The staff board in the foyer is also due to be updated.

We do offer a holiday allowance, but unfortunately this is only currently for children who attend full-time.

Further information

Information will be available on the fun-day so parents can catch up with our progress on the chasps (Cardiff Healthy and sustainable pre-school scheme) and have a look at some of the wonderful scrap books that have been made to celebrate all the different events that have been going on.

Areas for improvement within the nursery - what we are working towards

Last CSSIW inspection report was very positive, we always ensure to look at report in detail and ensure to work towards any suggestions that have been made – these were continuing with the use of free-flow activity around the nursery, this is now a part of daily life, purchased a removable gate to extend the safety of the children in our 3-5yrs while moving between the rooms. Plans to extend this further by merging the two downstairs groups, Alana from our pre-school group is now the downstairs floor leader, we have plans in place for the two downstairs groups to swap areas at convenient times throughout the week to aid the 3-5yrs with also being able to provide the children in the pre-school group with a 3 way free-flow incorporating the garden into the free flow along with the play-room and messy-room to extend children's freedom of choice, merging planning to get the most out of our resources, sharing equipment. This will also help the younger children as they will become familiar with the pre-school room preparing them for when they turn 3.

Continuing with the positive interaction between staff and children – carrying out our own observations around the nursery to ensure this is maintained at all times and that positive relationships are being formed. Looking at ways to extend our parent partnership further and bringing families into the setting by use of family photo displays.

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Changes have been made to the assessments that we carry out within the setting, and the old system of assessments have now been phased out. Each child now has their own personal learning journeys, which are much more individual to each child. These assessments give the staff opportunities to add lots of personal observations as to how they are developing in the different areas of learning so activities can be planned and geared more easily around each child's individual needs and interests. We hope these new assessments will make much more interesting reading to parents. These assessments are available for viewing at any-time, just see your child's key-worker and will be available during our nursery fun-day / parents day

Looking ahead to next year

Busy organising our own Sponsored events due to take place in June based on the theme of colours, this event will allow us to involve parents and other family members and friends with fund raising for the nursery to help the nursery to purchase lots of new and exciting outdoor play equipment for the children to enjoy. Sponsor packs detailing the activities on offer will soon be received.

We have been busy extending our links with the community, and are sponsoring a local event which is due to take place in the library gardens, just up the road from the nursery. The event being organised is called 'Vintage for Victory' and will be held over Friday 15th, Saturday the 16th and Sunday the 17th July, the event has been planned to coincide with the period of the Battle of Britain. It was of course the Queen's 90th Birthday this year so this will be a prominent feature in the event as well. The local event is for all local families in the area to get involved in. We will be holding our own special event at the nursery on Friday 15th July which will link in with this event, where the children are welcome to celebrate the event at nursery by dressing in period costume of the 40s, 50s or 60's. We will be holding our very own tea party at nursery, and may also be able to assess the marquee in the library gardens for our pre-school group. More info will follow on this event closer to the time and leaflets will be circulating in the village and available from the nursery foyer.

Throughout the year we will be continuing to provide excellent opportunity for staff to extend their own personal development by providing staff with excellent training opportunities which also will aid us as a nursery, by staff bringing back new and interesting ideas. Some of the new training courses staff will be attending over the coming year are:- Busy feet, story-telling, Communication difficulties, Bringing the outdoors in, Give nature a home. As well as these additional training courses staff will be updating all mandatory training where required.

As a nursery we will also be continuing to set up staff workshops, to provide fun hands on activities for staff to assist with team building and for us to provide them with additional training opportunities which we are unable to source from outside agencies. So far we have carried out several workshops to assist staff with new ideas for playdough making, where we researched a variety of different playdough recipes for staff to incorporate into their planning to give the children different sensory experiences, this was done by providing play-doughs which were different textures to touch, different colours and smells and how they can be linked to different topics and stories. We have also carried out a workshop on role play, where we discussed and reminded ourselves of the importance of role play, carried out some group brainstorming exercises and practised setting up different areas around the nursery. Our latest workshop involved staff learning about tuff trays and experimenting with different ways they can be set up and different materials that can be used in them, this has helped staff to incorporate these into daily planning outside and inside the nursery.

Planned events / visitors to the setting over the year ahead

Ongoing Yoga with Rachel & Football with sports extra in our downstairs groups

Just had a visit from Pyjama drama (Thursday 19th May) The children loved this imaginative drama session with Jo

Sponsored Events – Staring Week beginning 20th June, an event to take place every day of the week

Hiring Soft play Friday 24th June to celebrate rainbow day from our sponsored events

2nd July – Nursery annual Fun Day – bouncy castle, professional face paints & magician

12th August – Ffa-la-la – Welsh music & movement workshop, separate sessions to be carried out with all age groups

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 School Leavers party – August – date to be confirmed

September – Wonderful wardrobe / pyjama drama – (to be confirmed)

October – Ffa-la-la – Welsh music & movement workshop, separate sessions to be carried out with all age groups

December- Christmas Parties 7th & 8th December

February – Ffa-la-la – Welsh music & movement workshop, separate sessions to be carried out with all age groups

Over the next few weeks we will be adding a construction area to our nursery play garden, following on from the success of our mud kitchen last year (photographs of the construction area to follow shortly). We will also be making an outdoor reading area, using the story telling throne that was purchased in remembrance of our housekeeper Nicola Frederick to make an outdoor reading area which can be extended by staff with dens and wigwams. The children also have daily access to our lovely Mark Making shed.

What we are currently working towards and implementing within the setting

- Updating the food board in the foyer in line with the new eat well plate from chasps (Cardiff Healthy and Sustainable Pre-school Scheme) adding our new summer menu to the board Carrying on with the final phase of Chasps, we have also joint signed up to start our work place health award with co-insides with the chasps.
- Ensuring that the daily menu board is updated every morning so parents are able to see what meals and snacks have been served due to this information no longer being included on children's sheets in the downstairs groups.
- Requesting a re-rating inspection from the EHO to re-assess our food hygiene rating as we recently received 4* rating, although this is still a high rating and shows a high standard has been met we were disappointed to have received a 4* rating and not a normal 5*. We will be paying for a re-visit now the issue with our kitchen tap has been rectified.
- Incorporating family photo walls into all playrooms so all children have a photograph of themselves with family members to look at throughout the day. (we will need the parents behind us with this)
- Making handprint walls in the downstairs groups with all children having their handprints on a wall together to help us promote positive behaviour, if a child is a little unkind and doesn't use kind hands they are able to go to their own hand prints to touch them and be reminded that they have kind hands and should use kind hands with their friends.
- Further developing our skills in outdoor leaning and providing more high quality outdoor learning experiences. More planting & growing and using the new ideas sourced from training.
- Continue to involve children in consultation in their own learning and in activities within the nursery that can support and develop their learning (see new ideas which we will be adding to our present methods of consulting above)
- We will continue to improve our practice through self-evaluation by: continuing to embed our visions, values and aims. Continue to improve our practice through observing, mentoring and monitoring staff.
- We will continue to improve the quality of our leadership of improvement and change through monitoring our effectiveness through a range of Quality assurance procedures.
- Management to continue to work towards and complete their level 5 management qualification.

Working towards the actions identified in the parents questionnaire and from our own reflective practice – Please see the end of this report for our action plan.

We hope that you have enjoyed reading this report, we look forward to further improving our practice here at Little Cherubs and to continue to work well with staff, parents and children who attend the setting over the following year making many more improvements to the service we offer. Thank-you for all your support and lovely comments we regularly receive they really do mean a lot.

Action plan – May 2016 onwards

Comment	Action	By whom
Daily feedback from staff- Some staff giving more in depth feedback	There should always be a member of staff on duty from your child's group to see them out and give feedback, this feedback will be discussed at our next group leader meeting and a set criteria for feedback will be discussed. This will ensure all staff give similar feedback on general daily life	Management will discuss this with group leaders, group leaders to monitor the feedback given to parents to ensure all key-worker staff are giving the same amount of detailed feedback. A section will be added to our new staff induction, where all new staff will have training from their group leader about giving feedback to parents
Menu board Not being updated everyday	Ensure the menu board is updated displaying the correct meal and snack information, this to be done in the morning to ensure the information is available for parents collecting at lunch-time.	Nursery chef to ensure this carried out every morning (already put in place and seems to be working well)
Free-flow To continue	All staff in 1-2 yrs, 2-3yrs & 3-5yrs to continue with the free-flow providing a wide range of good quality activities. 3-5yrs to swap areas with the 2-3yrs on certain days when planned to allow them 3 way free-flow using the outdoor area.	2-3yrs & 3-5yrs to work together to utilize and share different areas and equipment to prevent waste. Alana to work with the 2-3yrs to utilize and share equipment giving a wider choice for all.

