

Care service inspection report

Full inspection

Lawfield Primary School Day Care of Children

26 Lawfield Road
Mayfield
Dalkeith



HAPPY TO TRANSLATE

Service provided by: Midlothian Council

Service provider number: SP2003002602

Care service number: CS2007161439

Inspection Visit Type: Unannounced

Care services in Scotland cannot operate unless they are registered with the Care Inspectorate. We inspect, award grades and set out improvements that must be made. We also investigate complaints about care services and take action when things aren't good enough.

Please get in touch with us if you would like more information or have any concerns about a care service.

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Summary

This report and grades represent our assessment of the quality of the areas of performance which were examined during this inspection.

Grades for this care service may change after this inspection following other regulatory activity. For example, if we have to take enforcement action to make the service improve, or if we investigate and agree with a complaint someone makes about the service.

We gave the service these grades

Quality of care and support	4	Good
Quality of environment	5	Very Good
Quality of staffing	5	Very Good
Quality of management and leadership	5	Very Good

What the service does well

Staff and the management team had worked hard to ensure that outcomes for children were improved.

Children were happy and content during their time at the nursery. We saw the team were approachable and made themselves available to speak with parents on a daily basis.

The new staff team were skilled, experienced and knowledgeable in early learning and child care which meant the support given to children was of good quality.

What the service could do better

The service should ensure that all information held on children is recorded and reviewed on a regular basis.

The service identified that observations of the children need to be developed and next steps clearly identified. The nursery teacher also stated that they now need to focus on improving the learning interaction between staff and children.

Monitoring of staff practice should be formalised.

What the service has done since the last inspection

There is a new nursery teacher and three practitioners in post since the last inspection. The newly formed team have been getting to know each other and using their key skills and experience to enhance the provision. These changes have made a positive impact on the outcomes experienced by the children.

Resources, activities and the room layout have been changed and this has led to children being more engaged in their learning.

Conclusion

The new staff team have worked extremely hard since the last inspection to improve outcomes for the children. The room had been reviewed and a more educational environment has been developed.

Children are happy and engaged in the activities and resources on offer.

The outdoor environment has been developed with new resources. We saw that the children and staff enjoy using this area.

1 About the service we inspected

The Care Inspectorate regulates care services in Scotland. Prior to 1 April 2011, this function was carried out by the Care Commission. Information in relation to all care services is available on our website at www.careinspectorate.com.

This service was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Lawfield Primary School Nursery is registered to provide care for 60 children aged between three years and entry into primary school.

The nursery is located in a residential area of Mayfield. It consists of one large playroom and a fully enclosed garden. The children can access the toilet areas from within the main room. It also has the benefit of its own entrance and cloakroom area for the children and parents.

The nursery's aims include:

- To welcome our children in to a safe, secure, nurturing and stimulating learning environment.
- To provide opportunities for children and families to be involved and listened to within our nursery.
- To provide guidance and support to allow children to become confident individuals, successful learners, responsible citizens and effective contributors.
- To work effectively as a team together with families, agencies and the wider community to ensure we get it right for every child.

The Care Inspectorate is committed to improving the health and wellbeing of all children receiving a care service to ensure they have the best start in life, are ready to succeed and live longer, healthier lives. The Care Inspectorate has an important role to play in supporting this approach in inspecting care services for children.

The Getting it Right for Every Child (GIRFEC) approach is underpinned by the principles of prevention and early intervention. It's a consistent way for people

to work with all children and young people. The approach helps practitioners focus on what makes a positive difference for children and young people - and how they can act to deliver these improvements. Getting it right for every child is being threaded through all existing policy, practice, strategy and legislation affecting children, young people and their families.

In Scotland, the Getting it right for every child (GIRFEC) approach puts wellbeing at the very heart of its approach. The eight 'indicators' of wellbeing that form the basis of GIRFEC are- safe, healthy, achieving, nurtured, active, respected, responsible and included - often referred to as 'SHANARRI'.

Recommendations

A recommendation is a statement that sets out actions that a care service provider should take to improve or develop the quality of the service, but where failure to do so would not directly result in enforcement.

Recommendations are based on the National Care Standards, SSSC codes of practice and recognised good practice. These must also be outcomes-based and if the provider meets the recommendation this would improve outcomes for people receiving the service.

Requirements

A requirement is a statement which sets out what a care service must do to improve outcomes for people who use services and must be linked to a breach in the Public Services Reform (Scotland) Act 2010 (the "Act"), its regulations, or orders made under the Act, or a condition of registration. Requirements are enforceable in law.

We make requirements where (a) there is evidence of poor outcomes for people using the service or (b) there is the potential for poor outcomes which would affect people's health, safety or welfare.

Based on the findings of this inspection this service has been awarded the following grades:

Quality of care and support - Grade 4 - Good

Quality of environment - Grade 5 - Very Good

Quality of staffing - Grade 5 - Very Good

Quality of management and leadership - Grade 5 - Very Good

This report and grades represent our assessment of the quality of the areas of performance which were examined during this inspection.

Grades for this care service may change following other regulatory activity. You can find the most up-to-date grades for this service by visiting our website www.careinspectorate.com or by calling us on 0345 600 9527 or visiting one of our offices.

2 How we inspected this service

The level of inspection we carried out

In this service we carried out a medium intensity inspection. We carry out these inspections where we have assessed the service may need a more intense inspection.

What we did during the inspection

We wrote this report following an unannounced inspection. This was carried out by two inspectors of the Care Inspectorate. The inspection took place on Friday 5 2015 between 9am and 3.30pm. We gave feedback to the head teacher, Deputy head teacher, nursery teacher and senior nursery practitioner on the same day.

As part of the inspection, we took account of the completed annual return and self-assessment forms that we asked the provider to complete and submit to us.

We sent twenty care standards questionnaires to the manager to distribute to relatives and carers of people who used the service. Six completed questionnaires were returned before the inspection.

During this inspection we gathered evidence from a number of sources, including the following:

We spoke with:

- The children
- The nursery teacher
- The head teacher
- Deputy head teacher
- Senior child care and development worker
- Child care and development worker

We looked at:

- Evidence from the most recent self assessment
- Children's records/enrolment forms
- Accident and incident records

- Minutes of meetings with staff/children/parents/carers and other professionals
- Observation and inspection of the environment, toys and equipment
- Observation of staff work practice
- Children's Learner's stories
- Staff meeting minutes
- Information for parents
- Newsletters
- Questionnaires
- Planning and evaluations
- Observation of the quality of children's overall experiences

We have taken account of all of the above information when writing this report. Please note that parents and carers will be referred to as parents throughout the report.

Grading the service against quality themes and statements

We inspect and grade elements of care that we call 'quality themes'. For example, one of the quality themes we might look at is 'Quality of care and support'. Under each quality theme are 'quality statements' which describe what a service should be doing well for that theme. We grade how the service performs against the quality themes and statements.

Details of what we found are in Section 3: The inspection

Inspection Focus Areas (IFAs)

In any year we may decide on specific aspects of care to focus on during our inspections. These are extra checks we make on top of all the normal ones we make during inspection. We do this to gather information about the quality of these aspects of care on a national basis. Where we have examined an inspection focus area we will clearly identify it under the relevant quality statement.

Fire safety issues

We do not regulate fire safety. Local fire and rescue services are responsible for checking services. However, where significant fire safety issues become apparent, we will alert the relevant fire and rescue services so they may consider what action to take. You can find out more about care services' responsibilities for fire safety at www.firescotland.gov.uk

The annual return

Every year all care services must complete an 'annual return' form to make sure the information we hold is up to date. We also use annual returns to decide how we will inspect the service.

Annual Return Received: Yes - Electronic

Comments on Self Assessment

Every year all care services must complete a 'self assessment' form telling us how their service is performing. We check to make sure this assessment is accurate.

The service submitted a good self assessment. For future inspections the provider should consider demonstrating how they are improving outcomes for children, by linking the self-assessment to the SHANARRI well-being wheel, when they identify the strengths of the service they provide.

Taking the views of people using the care service into account

We spoke to a small number of children, who were present in the morning session. They were happy and confident and expressed their views very well.

Comments included:

"I like to play in the rocket when I'm outside"

"I get to go outside when I want"

"We like drawing"

"I like snack"

Taking carers' views into account

We issued 20 care standard questionnaire's before our visit to the nursery. Six were returned to us prior to the inspection. We asked the service to forward an email from us to all the parents. Comments from parents are included throughout our report and have been discussed with all staff.

3 The inspection

We looked at how the service performs against the following quality themes and statements. Here are the details of what we found.

Quality Theme 1: Quality of Care and Support

Grade awarded for this theme: 4 - Good

Statement 1

“We ensure that service users and carers participate in assessing and improving the quality of the care and support provided by the service.”

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

We found that staff had continued to have a strong commitment to providing the best quality of experience and support for the children in their care. They clearly valued and respected both children and parents and provided various ways for them to be involved in children's care and development, and in developing the service.

Staff welcomed feedback from parents and were open to suggestions and comments. The nursery now had a secure website and twitter account. The nursery teacher told us this was a good resource and parents found it useful. Questionnaires also gave the staff further information about the service they provided. This information was collated and feedback to parents via the website and a notice on the board. This provided parents with various different

ways in which to communicate with the nursery making them feel included in their children's learning.

Staff told us that they used information about individual children to assess if the care and support they gave appropriately met the children's needs. During our visit to the nursery we saw staff talking to parents. We noted that these interactions were very positive and carried out in a professional manner. Parents were actively encouraged to talk to staff about their child and wider family issues.

Formal consultation evenings provided parents with opportunities to learn about the progress their child was making and discuss with staff if they felt their child was achieving their targets. It also allowed parents to assess if staff were providing an appropriate level of care and support to meet their child's needs.

Staff practice reflected their very good understanding of why it was important to respond to children's immediate needs and interests. This made children feel respected and included when staff listened to them and acted upon their requests for other toys and resources.

All parents agreed that the service involved them in developing the service by asking for ideas and feedback.

Comments included:

"Staff work hard to keep displays updated and parents informed".

"Only one issue about information. Nursery doesn't receive information early enough so quite often parents are rushing around or children can miss out"

"Staff are always happy to listen to parents ideas"

Areas for improvement

The nursery should ensure that they continue to provide various ways in which parents and children can comment on the service provided.

Grade

5 - Very Good

Number of requirements - 0

Number of recommendations - 0

Statement 3

"We ensure that service users' health and wellbeing needs are met."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 4 - good.

Observing the interactions between staff and children, we found that staff were extremely attentive toward the children in their care and very responsive to their individual needs. Staff clearly understood the importance of nurturing children and valuing them as individuals. This showed that children were respected and included.

Sensitive intervention by staff when children were playing helped them begin to understand the importance of taking turns and sharing with their friends. This helped the children to develop and maintain friendships within the service.

Staff had collected a range of information which included any allergies or medical conditions on each child at the registration stage. This ensured that parents were able to share information needed to meet each child's individual needs. The nursery had devised a very good medication system. All medication was stored appropriately and each child had a care plan. A clear audit system was in place to ensure staff knew when the medication needed to be updated. As a result children were safe and healthy in the service. The requirement surrounding medication is now met.

We saw children taking an active role in preparing snack. This provided children with skills and knowledge about healthy eating and using tools safely. We saw that the children thoroughly enjoyed this activity.

At snack independence skills were encouraged by allowing children to choose their snack, pour their water or milk and clear up. Children were very familiar with the routine and used this time to improve social skills by talking to staff and each other.

Planning for the provision of play had been improved. This was a clear system for all staff to follow and understand. Children were actively involved through mind mapping and responsive planning by staff. We felt that staff were making progress in providing more depth and challenge to the children's learning. The recommendation surrounding planning has been met.

Additional information had been collected where a child had an identified additional support need. Staff had a good understanding of Getting it Right for Every Child (GIRFEC) and where a child's planning meeting had taken place there were minutes and points for action. Staff we spoke to had received information from other childcare professionals to help them meet the needs of children, for example speech and language therapists and educational psychologists.

All parents agreed that staff kept their child safe and free from harm.

Areas for improvement

We felt that the service should provide parents with more information when their child sustains an injury in the nursery. This should include the exact area of the injury and the first aid procedures given. This had been a recommendation in the previous report.

(See recommendation 1)

The nursery teacher identified that she now wants to concentrate on developing the level of teaching and learning in the nursery. We agreed with this area for improvement.

We felt that children should be provided with increased opportunities to influence their own learning. Staff should make better use of children's learning stories to help children reflect on their play and begin to plan their next steps.

This approach would enable children's ideas and interests to fully inform the experiences developed for them.

This had been a recommendation made in the previous report.

(See recommendation 2)

We saw that staff knew the children well. However, we felt that care plans did not reflect the staff's knowledge. Therefore, it was difficult to evidence how staff were supporting each of the children in their next stage of development. Staff should be clearly recording how they will meet the child's health, welfare and safety needs.

If a child has identified support needs then an action plan should be devised and shared with all staff. This would ensure a consistent approach to supporting the child.

Plans should be reviewed every six months or before depending on the support needed.

(See recommendation 3)

Grade

4 - Good

Number of requirements - 0

Recommendations

Number of recommendations - 3

1. We recommend that the service provide parents with more information when their child sustains an injury in the nursery. This should include the exact area of the injury and the first aid procedures given.

National Care Standards 13 Early Education and Childcare up to the age of 16:
Standard 3: Health and Wellbeing

2. We recommend staff now consider how they can further develop children's folders. Observations should be more focused so that they provide relevant information to support the next steps in children's development and learning. This would enable staff to more effectively record children's progress at nursery to share with parents.

Management should support this process through training and development opportunities.

National Care Standards 13 Early Education and Childcare up to the age of 16:

Standard 4: Engaging with children
Standard 6: Support and Development

3. We recommend that care plans are developed to show how each child is being supported in their next stage of development. Staff should be clearly recording how they will meet the child's health, welfare and safety needs. Plans should be reviewed every six months or before depending on the support needed.

National Care Standards 13 Early Education and Childcare up to the age of 16:
Standard 3: Health and Wellbeing

Quality Theme 2: Quality of Environment

Grade awarded for this theme: 5 - Very Good

Statement 2

"We make sure that the environment is safe and service users are protected."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

On the day of the inspection we saw that the accommodation had suitable ventilation, heating and light and was in a good state of repair. The building provided a safe and secure environment for children. Entry to the nursery was safe and secure and a visitor book was in place to ensure that people visiting the nursery could be tracked. Staff were very good at monitoring where children were and that they could not leave the building.

The service had effective child protection procedures in place. Speaking to staff highlighted their good knowledge and understanding of their responsibility for protecting the children in their care. We found that staff's knowledge and practice contributed to children's safety.

Risk assessments and safety checks were in place for significant areas in the nursery. This included the outdoor area, playrooms and toilets. These checks ensured that children could play safely. The senior staff monitored and audited the cleanliness of the playrooms and equipment regularly. To ensure that the areas were clean and well maintained for children to use. This was a recommendation made at the last inspection.

Encouraging children to take care of the nursery environment helped to develop their understanding of their responsibility for looking after the toys and equipment that they used. Examples included children being supported to stay on task until the tidy up was finished. These fair rules ensured that all children were aware of staff's expectation that if toys were played with they needed to be cleared away before new ones could be brought out.

All parents agreed that the environment was safe, secure and hygienic.

Areas for improvement

The service should continue to develop ways in keeping children safe.

Grade

5 - Very Good

Number of requirements - 0

Number of recommendations - 0

Statement 3

"The environment allows service users to have as positive a quality of life as possible."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

We saw that staff had worked hard since the last inspection to improve the layout of the playroom. Children were engaged in their learning and the resources and activities supported this. We felt that the children could now explore their environment safely with minimal staff assistance. This type of experience increased their independence and contributed to them starting to develop self-sufficiency skills and take responsibility for their own learning. We saw that children had opportunities to self-select what they wanted to play with. This made them feel included because it demonstrated to them that staff

valued their right of choice. This was a recommendation made at the last inspection.

Children's learning and development was very well supported through the motivating environment. They had access to a variety of interactive displays, which were linked to topics they had been learning about. This provided them with opportunities to experiment and consolidate their learning.

The wide variety of natural resources created open-ended play experiences for children, which engaged them and provided them with opportunities to experiment and investigate. Enabling the children to have suitable challenge and stimulation increased their capacity to achieve and become successful learners. We saw one child sit for a prolonged time touching and experimenting with small smooth stones that had been set up as a numeracy resource.

We saw that the outdoor area was now an extension of the indoors. Children had the choice and freedom to go in and out as they wished. We felt this was a great improvement on the last inspection. Children were calmer and the nursery less noisy. This was a recommendation made at the last inspection.

The range of resources the children had access to outdoors was varied and included a willow wigwam, bucket scales with pebbles for measuring, book area, small world and water, sand and mud. The children were supported in their play by some skilful interaction from staff. Staff had worked hard to make this area more appealing and children were thoroughly enjoying their time outside.

Staff told us they had purchased more resources for outside including a mud kitchen. The staff had approached local services and had received money to help purchase these.

Staff had received training on "Building the Ambition" this is a national practice document that is used to support children in their play. Staff told us they had found it useful.

Parents all agreed that children can choose from a wide range of resources.

Parents comments include:

"My child has settled well in her pre-school year and has been given

stimulating and enjoyable learning experiences.....Although I feel the nursery is very busy, I believe staff cope well and provide an excellent learning environment".

Areas for improvement

We discussed at feedback best practice documents especially "Building the Ambition". We discussed how this could be used to help staff identify certain types of play. For example: schematic play and how staff can support the children to ensure they feel included and respected.

Grade

5 - Very Good

Number of requirements - 0

Number of recommendations - 0

Quality Theme 3: Quality of Staffing

Grade awarded for this theme: 5 - Very Good

Statement 3

"We have a professional, trained and motivated workforce which operates to National Care Standards, legislation and best practice."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

We found the staff to be trained, motivated and professional. Speaking with them we saw they were passionate about providing high quality care and support to children and families. Staff told us of their relationships with parents and we could see at collection time that they were comfortable speaking with each other.

All of the staff held relevant qualifications and were registered with either the General teaching Council (GTC) or the Scottish Social Services Council (SSSC). This meant that staff were expected to maintain professional standards in their work according to the codes of practice of their profession.

Staff meetings were held on a regular basis and they used this time to evaluate their practice, consider developments in the nursery and discuss their plans for supporting children's learning. This had been a recommendation in the last report.

Staff were provided with the opportunity to attend training courses. Staff then

discussed the training at team meetings and any new ideas that would work in the nursery.

Interactions between staff confirmed that they worked effectively as a team, to deliver good outcomes for the children. Their sound knowledge and understanding of the children in their care demonstrated this. They consulted with and used children's interests to plan activities for the children. We found staff to be caring, considerate and had a professional manner at all times. The children were confident and at ease communicating with them.

All parents agreed that staff had the skills and expertise to care for their child: Comments included:

"The staff are friendly and lovely"

"My child really enjoys mixing with all children and lovely staff"

"Staff are approachable"

"Staff are responsible, reliable and I trust them fully with my child's care".

"Very happy with all the staff they look after my children very well"

Areas for improvement

The deputy head teacher informed us that she informally monitors staff's practice and interaction with the children. We felt this should be formalised. This should be used to support staff practice and develop their training needs. This had been a recommendation made in the previous report. This is carried forward.

(See recommendation 1)

Grade

5 - Very Good

Number of requirements - 0

Recommendations

Number of recommendations - 1

1. It is recommended that the senior management team carry out support and supervision sessions on staff. This should be used to inform staff's personal development and identify any training needs.

National Care Standards 13 Early Education and Childcare up to the age of 16:
Standard 12 - Confidence in staff

Standard 14 - Well managed service

Statement 4

"We ensure that everyone working in the service has an ethos of respect towards service users and each other."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

The nursery teacher and senior practitioner have reviewed the nursery's vision and aims. These were discussed with the other staff and parents and their views taken on board. Staff have linked it with the outcomes from Girfec

We observed many positive interactions between the staff and children during our visit. In summary the staff were nurturing and caring towards every child. We could see the children felt comfortable around staff and wanted to spend time with them. The children would feel accepted and included as a result.

One member of staff was helping the children who were having snack. She sat with them, chatted, encouraged them to be independent and provided support when needed. We saw this was an enjoyable time for children which was not rushed. She used it as a learning opportunity, by getting the children to count their fruit or discuss where foods came from. We were encouraged to see these professional and nurturing interactions.

Staff were experienced and knowledgeable about their work. We found that they were confident and reflective practitioners who were happy to talk about what they were doing and were open to suggestions.

Areas for improvement

We felt that the nursery had improved with the new staff team. The management team should ensure staff are supported to make further improvements within the service.

(See recommendation 1)

Grade

5 - Very Good

Number of requirements - 0

Recommendations

Number of recommendations - 1

1. Senior management should ensure that they continue to support the nursery staff in making continuous improvements in the service.

National Care Standards 13 Early Education and Childcare up to the age of 16:

Standard 13 - Improving the service

Standard 14 - Well managed service.

Quality Theme 4: Quality of Management and Leadership

Grade awarded for this theme: 5 - Very Good

Statement 3

"To encourage good quality care, we promote leadership values throughout the workforce."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

Staff evaluate the planning for play. This encourages staff to look at the area and make any changes needed, to encourage the children to use it well.

We saw that each staff member was responsible for a group of children (Key worker). The children were divided into these group at the end of the session. This gave the staff the opportunity to speak to parents on a daily basis and understand the needs of the children well.

Staff were encouraged to attend training events. Staff described how useful the most recent training event had been. This was a "Building the Ambition" course. They also spoke highly about the outdoor play course/talk that had been part of this training. Staff were encouraged and inspired to bring ideas and use them in the outdoor space at Lawfield.

Areas for improvement

The nursery teacher had identified that staff take on leadership roles to develop areas of curriculum delivery. Being responsible for one area would allow staff space and time to research thoroughly, attend training and read materials in

order to develop their knowledge and skills. We discussed this further and made suggestions as to how this could be taken forward. This would contribute to increased positive outcomes for children when staff shared their knowledge and the team continually improved their practice as a result.
(See recommendation 1)

Grade

5 - Very Good

Number of requirements - 0

Recommendations

Number of recommendations - 1

1. Staff should be given the opportunity to develop leadership roles in order to drive improvement in practice and enhance children's experiences.
National Care Standard for Early Education and Childcare up to the age of 16:
Standard 14 - Well-managed service.

Statement 4

"We use quality assurance systems and processes which involve service users, carers, staff and stakeholders to assess the quality of service we provide."

Service Strengths

During our visits we talked to children, staff, deputy head teacher and the head teacher; we looked at policies & procedures; information for parents; children's records and observed how the staff worked with both the children and the parents. At this inspection we found that the quality of this statement is graded as 5 - very good.

Children remained safe and protected because the service promoted the use of national documents and shared information with relevant agencies. Working in collaboration with external agencies and welcoming them into the service to support children meant children continued to be safe, healthy and achieving.

The nursery team assessed their practice through the use of a framework of quality indicators 'The Child at the Centre 2', a national guideline to support

review and development of practice. Nursery staff contributed to the School Improvement Plan.

Staff had written an improvement plan from the last inspection report. We saw that this was a working document and staff had identified priorities that were regularly reviewed and discussed with senior management. This had resulted in more positive outcomes for the children. These processes enabled formal review of practice and promoted improvements and developments within the nursery.

Through discussion with the head and deputy head teacher we found that they had a very clear idea of how the nursery was performing and had identified areas where they wished to further build on their strengths and where to make improvements.

Regular staff meetings were held to ensure that information was shared and any issues addressed. These meetings were minuted and staff confirmed that they were able to add to the agenda for these meetings.

We observed the management team supporting the staff within the playroom. The team worked closely together and it was clear a productive culture was harnessed and nurtured by the management team.

Areas for improvement

As previously stated in quality theme 3, statement 3. Management should now formalise staff monitoring and supervision. This should be used to identifying strengths, weaknesses and further training opportunities.

Grade

5 - Very Good

Number of requirements - 0

Number of recommendations - 0

5 What the service has done to meet any requirements we made at our last inspection

Previous requirements

1. This is to comply with Scottish Statutory Instrument 2011/210 Regulation 4 (1)(a) - a regulation with regard to health, welfare and safety needs of service users.

The provider must ensure that all medication kept on nursery premises must be appropriately stored to ensure the health, welfare and safety of children. In order to meet this requirement the provider must:

- a) Ensure that medicines are provided with full administration instructions and information leaflet and are labeled with the child's name.
- b) Documentation kept on the medication is accurate, regularly reviewed and staff are aware of how to store the medication.
- c) Keep a log of all medication kept on the premises, including expiry dates.
- d) If medication is to be given daily a permission slip should be completed. The service should ensure that they are aware of the precise time the parent gave the last dosage .

In making this requirement we took account of the National Care Standards for Early Education and Childcare up to the age of 16: Standard 3 - Health and wellbeing.

Timescale: 29 August 2014.

This requirement was made on

All medication is now stored appropriately. A medication audit system is in place and all paperwork is completed appropriately.

This is reported on under quality theme 1, statement 3.

Met - Within Timescales

6 What the service has done to meet any recommendations we made at our last inspection

Previous recommendations

1. We recommend staff now consider how they can further develop children's folders. Observations should be more focused so that they provide relevant information to support the next steps in children's development and learning. This would enable staff to more effectively record children's progress at nursery to share with parents. Management should support this process through training and development opportunities.

Progress

We saw some progress with this. However, we have carried the recommendation forward to give the service time to implement it fully. This recommendation is carried forward.

We recommend that staff develop their approaches to planning to include tools that promote children's engagement in discussion and enable them to review what they have learned and share their ideas for what they would like to do next. This information should inform the experiences developed for the children. Staff should ensure that they provide experiences that offer children depth and challenge in their learning.

Progress

We saw that staff had worked hard on their planning. We thought this was providing some level of development within the nursery. The teacher identified that she will continue to support staff in providing a good quality of learning for the children.

This recommendation is met.

We recommend that the service provide parents with more information when their child sustains an injury in the nursery. This should include the exact area of the injury and the first aid procedures given.

Progress

We saw some instances that the exact position of the injury had not been recorded.

This recommendation is carried forward.

We recommend that management and staff should review how they manage the room to ensure that children have access to the outdoor area throughout the session.

Progress

We saw that children were outside from early in their session. Children confirmed they could go in and out as they wanted.

This recommendation is met.

We recommend that staff review the playroom to assess how they can further resource areas to increase the quality of children's play and learning. Plans for the outdoor area should continue to be progressed so that children have a range of interesting play opportunities to support their development and learning.

Progress

We saw that staff had worked hard on providing a challenging environment for the children.

This recommendation is met.

We recommend that the appropriate health and safety paperwork is completed on a daily basis. Areas were well used and children were engaged in their play.

Progress

We saw that staff now completed appropriate paperwork to ensure that children were kept safe.

This recommendation is met.

We recommend that the management team should identify staff's training needs through regular monitoring visits. Any practice or performance issues should be discussed and support provided if required.

Progress

The senior management team had been monitoring staff's practice informally. We discussed this should now be formalised.

This recommendation is carried forward.

We recommend that team meetings are minuted and this information should be shared with colleagues.

Progress

We saw that staff meetings were minuted and all staff had some input into them.

This recommendation is met.

We recommend that all staff undertake visits to other childcare establishments.

Progress

Staff confirmed they had been to visit other nursery's.

This recommendation is met.

We recommend that a robust quality assurance system be implemented and developed to help improve outcomes for children.

Progress

We saw that the nursery had its own quality assurance document. This highlighted the requirements and recommendations made from our previous inspection and the action taken. This had improved outcomes for children.

They were also included in the school's improvement plan.

This recommendation is met.

We recommended that the NCS and SSSC codes of practice be used to inform the staff meetings. This could be used to develop the nursery's quality assurance systems.

Progress

We saw that the NCS were discussed at staff meetings. All staff were aware of them and understood the SSSC codes of practice.

This recommendation is met.

This recommendation was made on

7 Complaints

No complaints have been upheld, or partially upheld, since the last inspection.

8 Enforcements

We have taken no enforcement action against this care service since the last inspection.

9 Additional Information

No additional information.

10 Inspection and grading history

Date	Type	Gradings	
26 Jun 2014	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and Leadership	4 - Good
9 May 2014	Re-grade	Care and support	Not Assessed
		Environment	Not Assessed
		Staffing	Not Assessed
		Management and Leadership	2 - Weak
5 Oct 2012	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and Leadership	4 - Good
26 Mar 2012	Re-grade	Care and support	Not Assessed
		Environment	Not Assessed
		Staffing	Not Assessed
		Management and Leadership	5 - Very Good
6 Mar 2012	Re-grade	Care and support	Not Assessed
		Environment	Not Assessed
		Staffing	Not Assessed

		Management and Leadership	1 - Unsatisfactory
19 Jan 2009	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and Leadership	4 - Good

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یہ اشاعت درخواست کرنے پر دیگر شکلوں اور دیگر زبانوں میں فراہم کی جاسکتی ہے۔

ਬੇਨਤੀ 'ਤੇ ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਹੋਰ ਰੂਪਾਂ ਅਤੇ ਹੋਰਨਾਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲਬਧ ਹੈ।

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