

## **GX Club Larbert Village Day Care of Children**

Larbert Village Primary School  
Main Street  
Larbert  
FK5 3AS

Telephone: 01324 555551

Type of inspection: Unannounced  
Inspection completed on: 8 September 2016

**Service provided by:**  
Glenbervie Kindergarden Ltd

**Service provider number:**  
SP2013012234

**Care service number:**  
CS2015337217

## About the service

The Care Inspectorate regulates care services in Scotland. Information about all care services is available on our website at [www.careinspectorate.com](http://www.careinspectorate.com)

This service was registered with the Care Inspectorate on 18 August 2015. This was the first inspection of the service.

GX Club Larbert Village is registered to provide a day care of children service to a maximum of 45 children at any one time of primary school age during term time. The service is provided within x rooms at Larbert Village Primary School. The service provider is Glenbervie Kindergarden Ltd.

A full statement of aims and objectives is available from the service on request.

We check services are meeting the principles of Getting it right for every child (also known as GIRFEC). Set up by Scottish Government, GIRFEC is a national approach to working in a consistent way with all children and young people. It is underpinned by the principles of prevention and early intervention. The approach helps services focus on what makes a positive difference for children and young people – and what they can do to improve. Getting it right for every child is being woven into all policy, practice, strategy and legislation that affect children, young people and their families.

There are eight wellbeing indicators at the heart of Getting it right for every child. They are: safe; healthy; achieving; nurtured; active; respected; responsible; and included. They are often referred to as the SHANARRI indicators. We use these indicators at inspection, to assess how services are making a positive difference for children.

## What people told us

We spoke with 10 children during our inspection to ask them for their views about the service. Children gave very positive feedback about the activities and staff in the service. They said that they enjoyed lots of activities, with outdoor play and arts and crafts being favourite things. They spoke positively about making new friends at the club. Comments included:

"I like doing colouring in and painting and stuff."

"I like outside. We usually go out quite a lot. We can play football and tennis or go on the MUGA."

"I like to play with my friends. I have made a new friend from Primary 3."

"I like going outside and playing board games."

"I like the trim trail or going on my scooter."

"Staff are nice and friendly. They help you with things."

One child told us that they didn't always like the snacks. We gave this feedback to the service so that they could look at preferences and choices when consulting people about menus.

We received nine completed care standards questionnaires from the 20 we sent to the service. Parents either agreed or strongly agreed that they were overall happy with the quality of care and support their children received in the service. Parents gave positive feedback about the quality of staff and the activities their children enjoyed. Comments included:

"All staff are warm, friendly and enthusiastic. My child appreciates the balance between the structure and free play on offer."

"I am confident and happy that the standard of care is of a very high standard."

"Activities are varied and fun."

Two parents raised issues about the provision of food, commenting that there was no facility to provide hot food on occasion and that the food on offer was not always healthy. One parent thought that written communication from the service could be of better quality and another felt that there could be more opportunities for involvement and giving feedback to help the service improve.

We spoke with three parents as they were collecting their children. All parents were very happy with the service and the quality of care provided. They were complimentary about the consistent, friendly and approachable staff team who had developed positive relationships with children and parents alike. They thought that there were plenty of activities for children to take part in and lots of opportunities for them to play outside. They told us that their children were happy and enjoyed going to the club. Comments included:

"Consistent staff, very friendly and very focused on the children."

"Staff are keen to engage with you and let you know how your child has been."

"There is plenty to do and a good balance of activities."

## Self assessment

The service submitted a completed self-assessment that gave some information about the strengths of the service as well as areas they planned to improve. The service should continue to develop self-assessment to show outcomes achieved for children and families. They should aim to involve all stakeholders in their self-assessment to ensure that families can participate in influencing how the service develops.

## From this inspection we graded this service as:

|                                      |              |
|--------------------------------------|--------------|
| Quality of care and support          | 4 - Good     |
| Quality of environment               | 4 - Good     |
| Quality of staffing                  | 3 - Adequate |
| Quality of management and leadership | 3 - Adequate |

## Quality of care and support

## Findings from the inspection

We focused on the following aspects in this quality theme:

- \* Meeting children's health and wellbeing needs
- \* Involving children and parents in the service

Staff knew children in their care well and gathered useful information to help them meet individual needs, for instance, health and allergies. They reviewed this and where appropriate, updated information in line with requirements. Staff were aware of their responsibilities to protect children in their care. We agreed that they should continue to routinely update training in this area.

Children benefited from a range of activities that supported them to be healthy and active. They enjoyed playing outside where they were able to practise physical skills, for example, playing football and developing their co-ordination and confidence on the trim trail. They had freedom to choose where and what they wanted to play. Some enjoyed garden games such as noughts and crosses where they were taking turns and developing social skills and friendships. This contributed to children being respected and included in their peer group. We saw staff engaging well with children, taking time to listen and give reassurance where needed. This contributed well to a nurturing experience, particularly for new children who were settling in to out of school care. Children enjoyed their snack of pasta and fresh fruit however we acknowledged the environmental health restrictions placed on the provision of food. Nevertheless, we agreed that the service should take forward plans to consult children and parents about the menus and use feedback and relevant guidance to inform developments.

Children told us that staff asked for their ideas, for example, for activities and new equipment. As a result, the programme was influenced by children's interests and choices and they engaged well in play experiences. We saw that staff took time to share relevant information with parents at the end of the day. Newsletters and emails also promoted good communication. Staff planned to consult children and parents further through the use of written surveys. We agreed that there was scope to further develop parental involvement in and children's ownership of the service. We gave suggestions about how the service could achieve this using a range of methods. The service should also review and update welcome information to make this more relevant to GX Larbert Village and out of school care. We agreed that staff could continue to develop the use of floor books and children's folders support planning and evaluation as well as linking these to the wellbeing indicators.

References:

Play Strategy available at [www.gov.scot/Resource/0043/00437132.pdf](http://www.gov.scot/Resource/0043/00437132.pdf)

Nutritional Guidance for Schools available at [www.pre-school.org.uk/about-us/nutrition](http://www.pre-school.org.uk/about-us/nutrition)

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

## Quality of environment

### Findings from the inspection

We focused on the following aspect in this quality theme:

- \* Promoting children's safety and wellbeing in the environment

The service is provided within Larbert Village Primary School with the club having access to the dining room, toilets and playground as well as occasional use of the hall if available. The main area was clean and well set up for children arriving with snack, a choice of activities as well as options for children to choose themselves. Staff made effective use of the available space and resources to support children to be safe, healthy and active. For example, following risk assessment they had purchased high visibility jackets for outdoor play to make it easier to identify and monitor children attending the club. Staff also carried out daily risk assessments and followed procedures to help control the risk of infection in the service, including promoting good hand washing with the children. We suggested that staff could further involve children in risk/benefit assessments to further develop play experiences that support risk and challenge. We encouraged them to continue to develop use of natural loose materials to support creativity and to further develop links in the community that could enhance children's experiences.

Children engaged well with the range of activities available both indoors and outside. They enjoyed arts and crafts, Lego and board games inside as well as playground games, activities and physical play opportunities outside. As storage was extremely limited staff transported and rotated equipment taking account of any suggestions from the children. We acknowledged that this could potentially impact on spontaneous play choices. Equally the service was very limited with display space therefore could not show children's work and celebrate achievement as much as they would want. We agreed that they should continue to engage with parents, children and partners to try and improve outcomes in these areas.

### Requirements

Number of requirements: 0

### Recommendations

Number of recommendations: 0

Grade: 4 - good

## Quality of staffing

### Findings from the inspection

We focused on the following aspects in this quality theme:

- \* Staff recruitment and induction
- \* Staff support and development - impact for children's care and learning

We graded this quality theme at an adequate level.

The service had recruited staff with a broad range of appropriate skills, knowledge and experience. Staff were motivated and worked well as a team. They had created a welcoming and friendly service and had developed positive relationships with children and parents. They provided a varied and balanced programme of activities that took account of the different needs, interests and choices of children.

The provider carried out some appropriate checks to ensure that staff were suitable to be employed in working with children. For example, a two step interview process and protection of vulnerable groups (PVG) checks. Staff were also registered with the Scottish Social Services Council. However, although the manager assured us that they requested references, we could not see evidence of these on file. The provider therefore needs to ensure that they obtain and retain appropriate references to support safe recruitment practice. (Requirement 1)

A clear induction programme was in place that aimed to support staff to become familiar with relevant policies, procedures and practical aspects of their work. Staff also found staff meetings useful in discussing their work and keeping up to date with ideas and practice that could benefit children. Staff had accessed some training and where appropriate were working towards relevant qualifications. They discussed the impact of training on practice, for instance, reflecting on how to manage children's behaviour through effective communication. They had made changes to practice to keep children safe when reflecting on risk assessment for outdoor play.

We discussed how the service could improve staff induction and development procedures to make these more effective and to support positive outcomes for children. We agreed that they should fully implement induction programmes, develop a clearer training strategy for the service and put in place 1-1 supervision and appraisal systems to support and challenge staff development. Linking this to an overall improvement plan would give clearer direction. We sign posted the service to a range of relevant information that could further support staff development in the provision of out of school care.

References:

Playwork Principles available at: [www.playwales.org.uk/documents/Theplayworkprinciplesanoverviewplaywales](http://www.playwales.org.uk/documents/Theplayworkprinciplesanoverviewplaywales)

My World Outdoors available at: [www.hub.careinspectorate.com](http://www.hub.careinspectorate.com)

Examples of good practice and video references also available at [www.hub.careinspectorate.com](http://www.hub.careinspectorate.com)

[www.stepintoleadership.info](http://www.stepintoleadership.info)

[www.continuouslearningframework.com](http://www.continuouslearningframework.com)

## Requirements

**Number of requirements:** 1

1. To promote children's safety and welfare, the provider must ensure that future recruitment practice includes obtaining 2 x references (including current or most recent employer) and retaining appropriate records.

**This is in order to comply with: SSI 2011 No. 210 Regulation 9(1) - Fitness of employees - A provider must not employ any person in the provision of a care service unless that person is fit to be so employed.**

**Timescale for implementation - from receipt of this report**

## Recommendations

Number of recommendations: 0

Grade: 3 – adequate

## Quality of management and leadership

### Findings from the inspection

We focused on the following aspect in this quality theme:

\* How staff and management use self-evaluation and quality assurance procedures to monitor and improve the quality of the service

We graded this quality theme at an adequate level.

Management and staff were at an early stage of using self-evaluation to look at what was working well and how they could continue to improve the service. They had used the quality assessment framework to guide them and had identified some areas for improvement. They had started to act on these, for example, developing the range of resources for children and purchasing high visibility jackets for safety in the playground. There was some evidence therefore that self-evaluation was beginning to influence improvement. We agreed that this should be further embedded in practice and draw on relevant guidance as well as national care standards. We also agreed that the service could develop an improvement plan that provided clear direction and identified responsibilities for all. They should provide more opportunities for children, parents and other stakeholders to give their views and use feedback to help them improve the service where appropriate.

Systems in place to monitor the quality of staff practice and the service overall were also at an early stage. For example, supervisors and staff monitored and gave feedback on each other's work during a play session. We suggested that this could fit into an overall staff development and review process to show how this impacts on improving the service for families. There was a peripatetic management structure in place, with the manager of Glenbervie Kindergarden and GX Club also managing this site. We found that this arrangement could be improved by having a more planned and regular system in place for contact, monitoring and quality assurance of the service. This should provide more support for staff and help with self-evaluation and planning for improvement to achieve high quality outcomes. (Recommendation 1)

## Requirements

Number of requirements: 0

## Recommendations

Number of recommendations: 1

1. Management and staff should develop a more robust framework for self-evaluation, monitoring and quality assurance and use outcomes to drive forward improvement.

**National Care Standards Early Education and Childcare up to the age of 16 years Standard 13.1 - Improving the service**

**Grade:** 3 - adequate

**What the service has done to meet any requirements we made at or since the last inspection**

## Previous requirements

There are no outstanding requirements.

**What the service has done to meet any recommendations we made at or since the last inspection**

## Previous recommendations

There are no outstanding recommendations.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://www.careinspectorate.com).



## Enforcement

No enforcement action has been taken against this care service since the last inspection.

## Inspection and grading history

This service does not have any prior inspection history or grades.

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