St. Margaret's Primary School Nursery
Day Care of Children

Salmon Inn Road
Polmont
Falkirk
FK2 0XF

Telephone: 01324 506780

Type of inspection: Unannounced
Inspection completed on: 10 November 2016

Service provided by: Falkirk Council
Service provider number: SP2004006884

Care service number: CS2003048025
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.

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

The Care Inspectorate is committed to improving the health and wellbeing of all children receiving a care service. We want to ensure they have the best start in life, are ready to succeed and live longer, healthier lives.

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.

In August 2015 we granted a variation which enabled the service to extend its provision to include 0 - 3 year old children. St. Margaret’s Primary school and Early Learning and Childcare Campus is part of Falkirk Council’s early year’s provision located within the village of Polmont. The service is registered:

1. To provide a care service to a maximum of 103 children aged from birth to those not yet attending primary school as follows:
   0 - under 2 years - 12
   2 - under 3 years - 25
   3 years to those not yet attending primary school - 66

The vision, values and ethos of the service state

We are striving to build a community which reflects a happy, secure and caring environment where all stakeholders: Staff, Pupils, Parents/Carers and the wider school community are Valued, Motivated and Encouraged to be the Best They Can Be ...We strive to ensure this ideal.

What people told us

We spoke with and interacted with twenty children during the inspection and three parents. We also received information from questionnaires we sent to the service before the inspection took place. Twenty nine were completed and returned to us.

Children were well settled in the service and had developed very good friendships. We saw that this helped children play well together as they organised their games and activities with little support from staff. Children were confident and accessed the activities they wanted to do.
Parents told us;

‘My child has settled well in the baby room. In particular the keyworker has worked hard to get to know my child’

‘I particularly like the warm welcome given to each child when arriving. The children really enjoy the mud kitchen and wild wood walks’.

‘The staff are very friendly and professional’.

‘The staff are brilliant, cannot praise them highly enough. They are very reassuring when my little one is upset and have phoned to let me know she has settled’.

‘I’m very happy with the service. A lot of the same staff remain, it proves it’s a good place to work and therefore a happy environment’.

‘My child really enjoys the nursery. In the short time he has attended, he has settled in well and confidently participated in all aspects of nursery life. The staff are friendly and approachable. They show genuine care towards my child’.

‘Although our child only started nursery we have been happy with all interactions so far. Have attended both info meetings and have had all queries quickly answered by staff’.

‘The staff (baby room) were excellent during the settling in period. It helped my son greatly’.

‘I have been delighted with the care and attention my sons have received. The photo based record of learning booklets are a great way to see the wide range of experiences they have had and show fantastic progress over two years’.

A few parents would like more information about what their children do, development and learning.

Self assessment

We received a fully completed self assessment document from the provider before this inspection. This was detailed with relevant information for each quality theme that we inspect.

They provided information about the areas of work they consider they do well, what they have improved and work they plan to further develop.

They also told us how they gather the views of parents, children and staff to help them make improvements

From this inspection we graded this service as:

<table>
<thead>
<tr>
<th>Quality of care and support</th>
<th>5 - Very Good</th>
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</thead>
<tbody>
<tr>
<td>Quality of environment</td>
<td>4 - Good</td>
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<tr>
<td>Quality of staffing</td>
<td>5 - Very Good</td>
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<tr>
<td>Quality of management and leadership</td>
<td>4 - Good</td>
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</table>
Quality of care and support

Findings from the inspection

A key strength of the service was the sound knowledge the manager and staff had of child development, GIRFEC and the well-being indicators. Where necessary, staff had undertaken training so they had the skills and knowledge which enabled them to effectively work with and support children. They also worked closely with the teacher for additional support needs which meant any concerns about children’s development was identified early. Their child centred approach ensured each child experienced being extremely well supported, nurtured and encouraged to achieve their potential in an inclusive environment.

The service had started to operate extended days and offer places for children. A positive experience for children was coming together at lunch time to eat their meal. Siblings could sit together and chat about their day and develop their self help skills.

Staff had developed very good transition arrangements for children. Visits were well planned and organised so that children experienced a positive introduction to the service or when moving to new rooms. By going at the child’s pace, they were able to build up relationships with staff and become familiar with the environment.

Child protection procedures were firmly embedded in practice. The manager and staff were fully aware of their responsibilities in relation to the protection of children and related issues.

Staff were currently considering how they will implement the Authority’s ‘Success Story’ for children. They were in the process of contributing ideas to make the document an effective tool to record children’s learning and development. We asked the service to ensure it is clear where parents and children’s have been involved.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

The nursery had been extended and now offered a service to 0 - 3 year old children. The renovations were completed to a high standard with quality resources which offered children bright and spacious areas to play. Staff had created a welcoming environment. There was a range of attractive displays of children’s work and information for parents. Each room was organised to suit the needs of the children. For example, the baby room was calm and peaceful and well laid out to promote children’s walking skills. The other areas offered children a range of stimulating activities which they could develop. We saw that they moved confidently between the
areas. Direct access to outdoors meant children could play outside when they wanted to. They had the opportunity to develop their physical skills, care for the environment and do planting activities.

A key strength of the service was the whole school approach to activities and events. This inclusive approach meant that the nursery played an active part in the life of the school. As the values and ethos of the school were embedded it provided children with a solid foundation to have positive experiences of nursery and school.

The service made very good use of community resources. The babies attended rhyme time at the local library while the older children regularly went on wild wood walks. We saw that children were encouraged in safe play. Older children were confident about assessing the risk in their play and knew how to keep safe.

The staff were currently addressing some of the snagging issues following the renovations. We talked to them about areas they could further develop such as hand washing processes in the baby and 3 - 5 room.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

The staff team had been added to with the expansion of the service. Newer staff had felt welcomed when they started. Everyone had worked hard to develop their working relationships which had resulted in a strong staff team. They had a range of experience and skills which they used to provide a quality service to children. Everyone had a very good understanding of their role and responsibilities and were keen to undertake additional duties.

Throughout the inspection we saw that staff had very good relationships with children, interacting with them in kind, caring and nurturing ways. Staff could talk knowledgeably about the skills they had developed to meet the health needs of children. Parents found that, overall staff had a broad knowledge of all the children’s individual needs which promoted continuity of care for them. All staff felt well supported in their role and told us they could approach the management team at any time to discuss their work.

Staff were committed to their professional development and kept up to date with current practice. There was an agreed ethos about sharing knowledge and learning within the school and the wider learning community. This approach ensured all staff understood children’s needs which resulted in children having positive experiences within the nursery and school.
Best practice guidance was used by staff to consider the service they provided and identify what areas could be further developed. Shared leadership enabled staff to take on responsibility for particular areas within the service. By working effectively together, staff actively contributed to developing procedures within the service and the local authority.

**Requirements**

**Number of requirements:** 0

**Recommendations**

**Number of recommendations:** 0

**Grade:** 5 - very good

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**Quality of management and leadership**

**Findings from the inspection**

The senior staff had worked hard to set up the new part of the service. During this time they had managed changes to the staff team to promote continuity of care for children.

Staff had implemented a range of formal and informal quality assurance systems which were used well to evaluate the work of the service. They included peer assessment, using best practice guidance and assessing the work of staff through monitoring. Some of the procedures were in the early stages and will be further developed as effective ways to evaluate and develop the service.

The manager and staff had a clear vision for the service which was outlined within the improvement plan which included nurturing. To support this staff training was planned. The manager was committed to building capacity within the staff team and developing leadership roles which would lead to continued improvement in the service.

**Requirements**

**Number of requirements:** 0

**Recommendations**

**Number of recommendations:** 0

**Grade:** 4 - good
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

Recommendation 1

Staff could further evidence how children and parents are involved in developing children’s learning plans within the learning journeys.
National Care Standards - Early education and childcare up to the age of 16 - standards 4.4 Engaging with children and 5.6 Quality of experience.

This recommendation was made on 6 November 2014.

Action taken on previous recommendation
The local authority had recently introduced new success stories which would be used to show children’s learning and development. Staff were considering how they could be used best within their service and were contributing to the development of the documents so they were an effective recording tool. Once in place staff will involve parents and children in the process.

Recommendation 2

The staff should review and improve arrangements for managing medication in the service taking account of the information contained in Quality Statement 1.3 within this report and guidance provided in the document; The Management of Medication in Day Care and Childminding Settings.
National Care Standards - Early Education and Childcare up to the age of 16 - standard 3.6 - Health and well-being.

This recommendation was made on 6 November 2014.

Action taken on previous recommendation
The service had developed the processes in place for managing children’s medication. We acknowledge they were using forms provided by the local authority, but during the inspection staff had made arrangements for them to be developed to include information that is required to be kept by registered services.
Consideration should be given to introducing systems that show how the work of the service and staff is monitored. These could include audit systems for the:
* Completion of accident records
* Completion of medication forms
* Ensuring cleaning items are stored appropriately.
National Care Standards Early Education and Childcare up to the age of 16 - standards 13 - Improving the service and 14.7 - Well managed service.

This recommendation was made on 6 November 2014.

**Action taken on previous recommendation**
Staff had started to complete audits to check procedures were being followed. They were mostly effective and will continue to be developed.

**Complaints**
There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

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

**Inspection and grading history**

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<thead>
<tr>
<th>Date</th>
<th>Type</th>
<th>Gradings</th>
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<td>6 Nov 2014</td>
<td>Unannounced</td>
<td>Care and support 5 - Very good</td>
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<td></td>
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<td>Environment 5 - Very good</td>
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<td></td>
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<td>Staffing 5 - Very good</td>
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<td></td>
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<td>Date</td>
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