

Tip Toes Children's Nursery Ltd

Day Care of Children

Valeview
Stenhousemuir
Larbert
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Telephone: 01324 551444

Type of inspection: Unannounced
Inspection completed on: 24 November 2016

Service provided by:
Tip Toes Children's Nursery Ltd

Service provider number:
SP2015012530

Care service number:
CS2015338877

About the service

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.

Tip Toes Children's Nursery Ltd is a private nursery located in the village of Stenhousemuir. The nursery is registered with the Care Inspectorate to provide a care service to a maximum of 58 children aged from birth until they begin attending primary school. The nursery was registered on 10 December 2015 and this was the first inspection under new ownership.

The nursery makes use of a wide variety of natural resources and has a focus on supporting children to learn and enjoy outdoors in a way that is appropriate for their needs and stage of development.

The aims of the nursery include the following;

"to provide child-centred quality education in an environment that will support your child's needs and development and to support every child to reach their full potential."

What people told us

We saw happy and engaged children who were comfortable in their environment. The older children were chatting freely with staff as they took part in activities and prepared their snack. Younger children were enjoying stories, rhymes and activities with staff.

Almost all parents were happy with the changes being introduced by the new provider. Comments included;

"I feel as if the nursery is progressing positively."

"The various initiatives on curriculum/outdoor learning are very exciting. We are confident that any concerns we have will be taken on board."

"The newsletters and Facebook updates are really good at keeping us informed."

"There's always lots to do."

"We've been kept really well-informed about the planned changes. We can see the benefits for children through the increased outdoor play and the use of natural resources."

"I like all the staff and find them all approachable."

Self assessment

The service provided useful information about their strengths and the areas they had identified for further improvement.

From this inspection we graded this service as:

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

Quality of care and support

Findings from the inspection

Within this theme we focussed on the protection of children and how well their individual needs were met.

We found that children were very well supported and cared for within the calm and relaxed atmosphere of Tip Toes Children's Nursery. They enjoyed the natural environment both indoors and out where they were free to explore at their own pace. Staff knew children well, listened to them and observed them during their play. This enabled them to respond to children's changing needs throughout the course of the day. We saw staff take whatever time they needed to reassure and comfort children during the course of the day and the programme was flexible to accommodate this.

We observed a range of stimulating activities during the course of the inspection. Children were learning about colours, numbers and weight using a range of natural materials. Some of the younger children were teething and an activity with defrosting fruit helped soothe their sore gums. One group headed to a local shop to buy croissants for their French theme while another group walked to the local woods.

The children exploring the woodland environment talked with the countryside ranger before enjoying hot chocolate made on the campfire. We saw that staff were sensitive to the feelings of children. One child was unable to participate in the woodland outing but was delighted to be chosen to help staff. After their morning in the fresh air the children were ready for their freshly cooked lunch.

Throughout the day we saw children being supported to develop their independence and confidence. They were beginning to learn about risk and personal safety and staff were being well supported to develop their knowledge and understanding to enable them to better support children. Our review of accident and incident records demonstrated that policies and procedures had recently been updated.

We discussed the protection of children with management and staff and were satisfied that safeguarding procedures were well-managed.

Staff and parents worked together to ensure children experienced consistent care. Where children attended more than one nursery staff were given time to visit, liaise and attend meetings. E-learning journals, floor books and displays kept parents informed and most found social media particularly informative. We noted that the format for personal plans was being revised to clearly reflect the SHANARRI principles.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

Within this theme we focussed on their progress in meeting the areas for improvement relating to the environment and resources identified during the registration process. We also considered how the environment and resources supported children's learning and development. We found that the nursery was performing at a very good level in relation to this area.

An extensive programme of refurbishment had been undertaken within the nursery and almost all the areas for improvement had been achieved. As a result the light, bright playrooms were warm and welcoming for children and families. Resources and equipment were clean and well maintained and NHS exclusion guidance was followed. This helped support the health and wellbeing of children attending.

The focus on natural materials and outdoor learning was clearly visible within this nursery. Throughout the playrooms natural materials were used to support children's learning. By reducing the size of the car park the outdoor play space had been extended to provide a multitude of opportunities for digging, planting, creating and imaginative play. While they had experienced mixed degree of success with growing vegetables and flowers they planned to build on this experience with the help of their new manager. Shelters and covered areas provided additional opportunities while offering protection from the weather.

The nursery made use of the surrounding areas such as the woods and the river to vary the opportunities for children to learn about and experience their environment. This included learning about where was safe to paddle at the edge of the river and what stones were safe to stand on.

We saw that the management team were keen to involve and inform parents. They had therefore invited families to information evenings, events and parties to them informed about changes to the nursery environment. Most of the parents who had been using the nursery prior to the sale were positive about the changes. Comments included, 'the upgrades to the inside of the nursery are great - so light and cleaner looking and the outdoor improvements look like they are coming along great.'

The management team recognised that as the nursery grows they will need to identify suitable storage for children's own buggies and consider arrangements for parent and guest access to the building.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of staffing

Findings from the inspection

Within this theme we focussed on induction and how staff training has improved the quality of experience for children. We found that the nursery was performing very well in relation to this statement.

The induction process had been revised and was being further developed to take account of the aims and objectives of the nursery. A programme of training had been planned which took account of the needs of staff and the nursery as a whole. Staff told us they were able to request additional courses which reflected their needs and interests. One member of the team explained she had attended a course but was being supported to attend again at her request. This helped demonstrate that the nursery was nurturing for both children and staff. As a result the team were happy in their work and this reflected on the experiences for children in their care.

Staff told us they felt valued and included by the provider. They described being involved in the recruitment process for the new manager during which they asked about issues important to them. One member of the team told us, 'for the first time I'm working in a nursery where it's all about the children.....It's the first time I've felt my opinion matters!'. Staff had been given the opportunity to visit very high performing nurseries. This had given them ideas which they had brought back and developed for their service. Examples include, story stones, thinking tree and sensory talking boxes. The benefits of this were visible in the nursery therefore further opportunities had been planned.

The motivated and enthusiastic team worked well together. One member of the team talked about the support she had been given from both other staff and the provider. Staff told us they had been excited to welcome the new manager to the nursery. They recognised that with his background, knowledge and experience he would be able to provide the advice and guidance they required.

During team meetings and training events staff shared their thoughts and opinions which contributed to the ongoing development of the nursery. The service should continue their very good practice of including and valuing the staff team.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

Within this theme we focussed on how self assessment was contributing to improvement within the nursery. We concluded that the nursery were operating at a good level in relation to this area.

The provider had recognised the importance of working with both parents and staff to ensure they were kept informed and involved as changes were gradually introduced. This allowed both parents and staff to make informed choices. Most parents told us they were happy with the changes and comments included:

"The upgrades to the inside of the nursery are great - so light and cleaner looking and the the quality of care provided at the nursery is excellent. The staff couldn't be more helpful and get to know your child on a personal level."

"The various initiatives on curriculum/outdoor learning are very exciting. We are confident that any concerns we have will be taken on board."

The provider had recruited an experienced manager with the knowledge and skills to support the ongoing development of the service. The management team had a clear vision for the nursery which was shared by staff and firmly based on current good practice guidance. This meant they were working in partnership to improve the experiences and outcomes for the children and families using the nursery. They were in the process of developing systems to ensure that consultation and evaluation informed further improvements.

The provider and manager were establishing the basis for an effective working relationship. They should continue to develop and build on this very positive beginning as they strive to drive forward improvements.

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

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.

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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