

Apple Tree Nursery Day Care of Children

10 MacKinlay Street
Rothesay
Isle of Bute
PA20 0AY

Telephone: 01700 505074

Type of inspection: Unannounced
Inspection completed on: 23 March 2017

Service provided by:
Apple Tree Nursery Committee

Service provider number:
SP2003000637

Care service number:
CS2003003086

About the service

Apple Tree Nursery is based in MacKinlay street, Rothesay. The service has sole use of the building which has three main playrooms and an outdoor play area for each playroom.

This service has been registered since 01 April 2011, to provide care for: 6 children from zero to two years, - 10 children two to under three years, and 24 children three years to not yet attending primary school.

We check services are meeting the principles of Getting it Right for Every Child (also known as GIRFEC), Scotland's national approach to improving outcomes and wellbeing for children by offering the right help at the right time from the right people. It supports them and their parent(s) to work with the services that can help them. There are eight wellbeing indicators at the heart of Getting it right for every child: safe, healthy, achieving, nurtured, active, respected, responsible and included.

What people told us

We observed the children enjoying their play. We noticed that the children particularly enjoyed outdoor play and we joined them playing with "loose parts" in the garden playing on the balance bikes, being super hero's and joined the babies on a forest walk. The playrooms were bright with lots of natural light and doors that led from the toddler area to the garden.

Staff celebrated children's achievements every Friday. We were particularly impressed by how the staff used this as an opportunity to promote the skills of all children in the nursery. Throughout the nursery the staff took time to listen to children and gave them freedom to make their own choices. Children knew they had the right to select and choose what they wanted. All of the children were actively involved in different age appropriate activities during the inspection. During our time at nursery the children were happy and settled, they were stimulated by the activities offered to them and were having fun.

The feedback we received from parents was positive. They told us they loved the nursery. Staff were very supportive of them and their children. They felt their views about their children were listened to and they were respected. They told us their children were very settled at nursery and had developed strong relationships with the staff and other children. They enjoyed helping in the nursery and were keen to support the manager and staff.

Parents' comments included:

"I only have praise for the staff and the running of Apple tree Nursery. My two children both attended and have a truly great time when they are there. They adore the staff members and are treated as family by all ".

"Apple Tree Nursery is a fantastic nursery that my daughter has attended since she was 8 months old and the staff have done wonders helping her development. I could not be happier with the level of care we receive at the nursery."

"This nursery is outstanding and always go above and beyond. The staff and management are phenomenal".

"As a working mother I could not be anymore at ease knowing my son is getting looked after 100% the way I would by putting him into Apple Tree nursery. He loves it there and all the staff members are amazing".

Self assessment

The Care Inspectorate received a fully completed self-assessment from the provider. The provider identified what it thought the service did well and gave examples of improvements in developing personal care plans for children and developing the nursery outdoor areas. The self-assessment clearly identified some key areas that the provider believed could be improved and showed how the service intended to do this. The provider told us how the people who used the care service had taken part in the self-assessment process and how their feedback directed the development of their plans for improving the service.

From this inspection we graded this service as:

Quality of care and support	6 - Excellent
Quality of environment	6 - Excellent
Quality of staffing	3 - Adequate
Quality of management and leadership	not assessed

What the service does well

At this inspection we focused on participation in the nursery and the wider community and child protection. We also focused on sustainability and outdoor learning and staff recruitment.

Management and staff worked well with other agencies to protect children and keep them safe. We could see that regular training and reviews of child protection policy and practice ensured staff had the right skills and knowledge to protect children and that they were confident about their role and responsibility regarding this.

We found the service had an excellent approach to involving children and families and participation in the wider community. The approach to participation was robust, comprehensive and embedded. The service were proactive in seeking the views of parents and children in a way that allowed them to actively influence the whole life of the nursery. The service gave us excellent examples of ways in which children and parents had actively influenced and changed a variety of aspects within the nursery for example through "meet the boss" afternoons held for the children to give ideas. We saw excellent examples of community participation. We saw long standing relationships with a range of community organisations and individuals. For example, the children nominated people in the community who had made a difference in their lives through the kindness calendar. The children then visited the people and gave them a small gift. This included a neighbour of one of the children and a local hairdresser.

When we spoke to parent and community members they confirmed that the nursery had an active longstanding part in the community at a wider level. For example the children had been involved in the Amnesties Parade and had laid a wreath at the cenotaph on Remembrance Sunday. The service were also sharing skills and knowledge with the local community, for example after they had participated in Book Bug training they offered training to parents and care givers at an evening twilight session. This impacted on outcomes for children by sharing good early reading skills.

There was an excellent approach to active learning and sustainability. The outdoor area was stimulating, interesting and very well resourced. The staff told us the area had evolved to meet children's interests. We saw that children had been actively involved in the development of the area for example choosing new fencing and purchasing bikes with wheels. Children had access to a range of activities and resources that stimulated them and extended their learning. Loose parts were used creatively by children and allowed them to work cooperatively with other children to develop their skills.

Staff actively encouraged children to have a positive approach to taking risks, we saw staff supporting children to challenge themselves in a way that was suited to their individual needs. The children knew about risk and told us they wore their cycle helmet when playing on the balance bike in case they bumped their heads. Children also participated in a variety of active group based activities including rugby and swimming lessons. A Shinty tournament held in conjunction with a local team. The children trained for a week and held a match game for parent/carers and the community to come along and watch. Staff were trained in Forrest Schools. On the inspection day we saw a group of babies enjoying a highly successful forest session.

At the time of inspection the service had recently been awarded their 4th Green Flag. This is the Eco-Schools Scotland programme which is run by Keep Scotland Beautiful. A fourth Green Flag is attained after four successive external assessments over eight years. The children had been actively involved in a Fair Trade initiative and could tell us about Fair Trade products with confidence. We saw examples through a floor book on how this had been taken forward. The service had participated in and won 'The Wee Apple Tree Award' in 2016. This involved the children going to the Scottish Parliament for a presentation during Tree Planting Week. The children had also participated in Wrigley Litter Less Campaign and had participated in a beach clean-up in their local community.

What the service could do better

When we sample the service safer recruitment file we saw that best practice was not always followed. On two occasions members of staff had started to work at the service before a clear Protection of Vulnerable People (PVG) check had been returned. It was noted that the staff members were registered with the PVG scheme and the manager had misinterpreted supporting safer recruitment documentation around recruitment. The manager agreed to rectify these issues and gave assurances that this practice would cease. See recommendation 1.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. The manager must ensure that all staff have been recruited in line with best practice guidance.

National Care Standards early education and child care up to the age of 16. Confidence in Staff standard 12.1

Complaints

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

Inspection and grading history

Date	Type	Gradings	
5 Feb 2015	Unannounced	Care and support	5 - Very good
		Environment	5 - Very good
		Staffing	5 - Very good
		Management and leadership	5 - Very good
3 May 2012	Unannounced	Care and support	6 - Excellent
		Environment	6 - Excellent
		Staffing	6 - Excellent
		Management and leadership	6 - Excellent
13 Jul 2010	Unannounced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	5 - Very good
		Management and leadership	Not assessed
1 Oct 2009	Unannounced	Care and support	5 - Very good
		Environment	5 - Very good
		Staffing	5 - Very good
		Management and leadership	5 - Very good
21 Nov 2008	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	4 - Good

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