

Fairmile House Nursery Day Care of Children

2 Oxfangs Road
Edinburgh
EH10 7AU

Telephone: 0131 445 1566

Type of inspection: Unannounced
Inspection completed on: 19 April 2017

Service provided by:
Christina Ritchie

Service provider number:
SP2008009877

Care service number:
CS2008179333

About the service

Fairmile House Nursery is situated in a large converted family home in the South of Edinburgh. The nursery consists of three separate playrooms, a conservatory which opens onto a large fully enclosed rear garden, outdoor space at the front of the nursery, toilets, kitchen, staff room and office space.

The nursery is registered to provide a care service to a maximum of 55 children aged from birth to primary school age of whom no more than 15 children are under two years old.

The service will operate between 8:00am - 6:00pm Monday to Friday.

The services aims included the following:

"To provide a safe and stimulating environment in which children can feel happy and secure.

Encourage a positive attitude to self and others and to develop confidence and self esteem.

Promote the welfare of children and provided opportunities to stimulate interest and imagination."

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

We check that services are meeting the principles of Getting It Right For Every Child (also known as GIRFEC). Set up by the 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 all children and young people - and what they can do to improve. GIRFEC is being woven into all policy, procedure, strategy and legislation that affects young people and their families.

There are eight wellbeing indicators at the heart of GIRFEC. They are safe, healthy, achieving, nurtured, active, respected, responsible and included. They are also known as the SHANARRI indicators. We use the indicators at inspection to assess how services are making a positive difference for children.

What people told us

During the inspection we spent time observing children at play in the nursery. Some of the children were happy to chat to us and to show us their favourite toys/activities.

Before the inspection took place we sent 20 care standards questionnaires to the service for distribution to families using the service. Four of these were returned to us before the inspection took place. Three respondents told us they strongly agreed and one agreed with the statement "Overall I am happy with the quality of care I receive in this service."

Individual comments included:

"Fantastic service at Fairmile House. The staff are fantastic and I couldn't praise the facility enough. Our child is very happy here and has developed so much from when they first started."

"My child really enjoys nursery, has learned so much and loves to show off their learning. The extra (free) classes like singing, dancing and football are a great way to provide variety."

"Children are outside as often as possible and the garden is a marvellous space with lots of interest and stimulating areas. Could not be happier with the quality of care provided."

During the inspection we spoke to three parents . They told us they were happy with the overall quality of the service. They felt they were kept well informed about what their children had been doing during the day. Staff were praised for their friendliness. Parents were positive about the opportunities their children had to play outdoors.

Self assessment

The service has not been asked to complete a self assessment in advance of the inspection. We looked at their own improvement plan and quality assurance paperwork. These demonstrated their priorities for development and how they were monitoring the quality of the provision within the service.

From this inspection we graded this service as:

Quality of care and support	4 – Good
Quality of environment	not assessed
Quality of staffing	4 – Good
Quality of management and leadership	not assessed

What the service does well

Parents we spoke with on the day of the inspection and those who returned our questionnaires were positive in their comments about the service. They felt staff knew their children well and were good at passing on information about the activities they had taken part in.

We saw evidence that staff had been effective in meeting the additional support needs of specific children and were confident in working with other care services. Attending multi agency meetings and working with other education and healthcare professionals helped to ensure that children received consistency and continuity of support which focused on positive outcomes.

It was apparent from the quality of their interactions that staff had a genuine regard and respect for the children in their care and wanted them to have a positive experience of nursery. Children had developed secure attachments to staff which helped them to feel safe and ready to enjoy the experiences available to them. Staff had given thought to the layout of the playrooms and resources. By ensuring that children could move around freely making independent choices from the toys and resources available they supported their developing self esteem and confidence.

Children were encouraged to be independent and were given responsibility for tasks in the nursery. We saw that the 'helpers of the week' blossomed under the meaningful praise they received from staff for a job well done.

Some staff had taken part in training in listening to and talking to children. The impact of this training was apparent in the quality of conversation which supported children's curiosity, helped them develop skills of enquiry and encouraged problem solving. The conversations carried on into children's conversations with one another. For example in the water tray where children experimented with the properties of water in a spirit of enquiry which led to fun and new learning.

The service had recently recruited new staff. They told us they had an induction into the service which helped to prepare them for their role in the nursery. Safer recruitment processes had been followed. Staff were registered

or in the process of registering with the Scottish Social Services Council (SSSC). The SSSC is the body that registers staff working in the care sector and which decides on the qualifications necessary for each post. All staff were either qualified or in training for the posts they held.

What the service could do better

We found that staff were able to talk to us about individual children's health and care needs. However when we looked at a sample of children's folders we found that their essential information was not always up to date and/or had not been signed to confirm that it had been formally reviewed with parents. (See recommendation 1).

We looked at a sample of the information contained in children's folders. We found examples of good observations of children's progress and development which were followed by clear next steps to support children's development. However we also found folders with long gaps between observations and observations that were not followed up with meaningful next steps to support children's development. We talked to the manager and the provider about this. (See recommendation 2).

Due to unavoidable changes in the staff team we found several new or inexperienced staff who were not confident in their use of the key documents supporting best practice in their work with young children. They included GIRFEC and the SHANARRI Principles, Building The Ambition and My World Outdoors. We discussed the impact of this with the provider and the manager. (See recommendation 3).

There were few formal records of staff planning meetings having taken place. We looked at some room plans. We found they were not always focused on activities which would support children's learning and development, there were no clear links to the information in children's personal folders and did not contain evidence of responsive planning which could meet children's immediate interests. (See recommendation 4).

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 4

1. It is recommended that essential information necessary to ensure that children's care and support needs are met is reviewed with their family at least once every six months. A record evidencing the review must be signed and dated by staff and the child's family.

NCS Standard 6 Support and Development.

Standard 14 Well Managed Service.

2. It is recommended that the provider takes action to ensure that children's folders contain clear information about their current developments and achievements. This should be followed up with clear information on planned next steps to ensure that children's developmental potential is supported. This could be achieved by ensuring that established and confident staff are paired up with newer and less experienced staff.

NCS Standard 6 Support and Development.
Standard 13 Improving the Service.

3. It is recommended that all staff are supported to attend training in the key documents including GIRFEC and SHANARRI, Building the Ambition and My World Outdoors. The manager should monitor the impact of this work in relation to outcomes for children.

NCS Standard 12 Confidence in Staff.

Standard 14 Well Managed Service.

4. It is recommended that the provider ensures that planning meetings are prioritised and that staff keep a written record of these meetings. Where plans are in place they should reflect the interests of children and staffs ability to be flexible and responsive in meeting these interests.

NCS Standard 14 Well Managed Service.

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	
13 Jul 2015	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	4 - Good
22 Dec 2014	Unannounced	Care and support	4 - Good
		Environment	3 - Adequate
		Staffing	4 - Good
		Management and leadership	3 - Adequate
24 Jan 2014	Unannounced	Care and support	4 - Good
		Environment	2 - Weak
		Staffing	3 - Adequate
		Management and leadership	2 - Weak
11 Jul 2013	Unannounced	Care and support	4 - Good
		Environment	4 - Good

Date	Type	Gradings	
		Staffing Management and leadership	2 - Weak 2 - Weak
1 Nov 2011	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good Not assessed 5 - Very good Not assessed
8 Dec 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good Not assessed Not assessed Not assessed
4 Mar 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good

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