

Badden Farm Nursery **Day Care of Children**

Badden Farm
Lochgilphead
PA31 8SF

Telephone: 01546 600072

Type of inspection: Unannounced
Inspection completed on: 1 December 2016

Service provided by:
Badden Farm Nursery

Service provider number:
SP2003003480

Care service number:
CS2003038725

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 has been registered with the Care Inspectorate since 1 April 2011.

Badden Farm Nursery is a daycare of children service and is registered to provide care to a maximum of 53 children aged 0 years to those not attending primary school fulltime.

The provider is Badden Farm Nursery.

The service operates from their own purpose built nursery, located close to Lochgilphead.

The service's aims include:

"To provide a warm, safe, caring and stimulating environment which is both welcoming and well resourced, to encourage the emotional, social, physical, creative and intellectual development of the children, to enable them as individuals to reach their full potential".

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 (also known as SHANARRI).

What people told us

There were 24 children present at the time of inspection, three aged under 2 years, seven aged between 2 and 3 years and 14 aged between 3 and 5 years. During the inspection we observed and spoke with the children (depending on their age) individually and also as part of a group. We were able to see how much they enjoyed the sensory experiences of their messy play, and the challenge, excitement and adventure of being outdoors. Staff were warm, caring and attentive in their approach. Children were confident about approaching staff should they need any help.

The four parents/carers we spoke with were very happy with the service their child received. They commented very positively about how staff changes had been managed and the opportunities their child had been given to develop, learn and flourish.

We also received 26 Care Standards questionnaires from the 40 questionnaires we distributed before the inspection. Everyone was happy or very happy overall with the quality of care their child received and felt the service had involved them and their child in developing the service and asking for their ideas and feedback. All of the written comments from parents/carers about the quality of care and support, the environment and staffing were very positive.

Comments we got back included:

"Badden Farm nursery really is fantastic ! I have nothing but praise for the staff and managers who look after my child so well"

"It's clear the staff and management care a great deal about the children in their care"

"We love the rural aspects to our child's education"

"[My child] has settled into nursery really well, the staff are very helpful, friendly and most of all professional - [my child] is very happy going into nursery"

"We are extremely happy with the level of care our [child] receives at nursery. He/she has formed strong relationships with the staff and other children and has strongly benefitted from [their] time there. They've really got to know [my child] and understand [my child]. We recently attended a 'messy play' afternoon and were delighted to see what kind of activities they get up to and witness his/her interaction with staff and other children first hand"

"I am delighted with the quality service provided by Badden Farm. My children thrived in the environment and I feel very involved and informed by staff about what is going on/being planned for the facility"

"Very good nursery, with lovely staff and surroundings. [My child] loves it".

"Always very supportive, all the staff are always smiling and welcoming".

Self assessment

We received a fully completed self assessment document from the service provider. They had identified strengths, any changes they had planned and areas where they wanted to improve.

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

Staff were creating an inclusive, nurturing environment where children and their families felt welcome, listened to, valued and respected. We were able to see children confident about expressing their thoughts, views and feelings and making choices and decisions about what they wanted to do and play with throughout the day.

Staff valued and had taken account of parents' knowledge and views of their child's development needs, interests and personality when planning their transition arrangements and gathering the information they needed to develop and review each child's personal plans with their parents. This was helping children to form positive relationships with trusted adults and feel valued, safe and secure.

Staff were working hard to embed the GIRFEC national practice model in their work with children and their families. For example, working collaboratively with everyone that may be involved in a child's care and support, gathering and sharing the information they needed to support positive outcomes for children. Staff spoke

sensitively and knowledgeably about children's individual care, learning and development needs. Parents spoke positively about staff's support and understanding of their child's needs.

Staff were motivated and enthusiastic in their work. They were embedding the key principles of the rights of the child, relationships, responsive care and respect into their practice, as well as starting to link the SHANARRI wellbeing indicators and the Scottish Government's National Practice Guidance: Building the Ambition to the Curriculum for Excellence framework. As recommended from the last inspection, this was to ensure they achieved positive outcomes for children and their families and improved their quality assurance processes and procedures.

Existing staff were registered with the Scottish Social Services Council (SSSC) and taking responsibility for their own continued professional development. As recommended from the last inspection, individual supervision sessions along with a training plan had been put in place for staff to further support them with their continued professional and personal development. We discussed how they should continue to reflect on their work and include the impact that training has had on their practice when recording in their post registration learning and achievement records for the SSSC.

Staff were confident about their roles and responsibilities in relation to child protection and keeping children safe. They knew what to do should they have any child protection concerns and who to pass the information onto. They would continue to refresh their knowledge and understanding of this area of their work through training and regular discussion of their practice.

What the service could do better

A safer recruitment audit carried out by us confirmed they were implementing appropriate procedures to recruit new staff safely and fairly. However, new staff's applications to register with the SSSC (within the six months required) had not been met. It became clear, on the first day of the inspection, that staff had not submitted their applications in sufficient time to meet the deadline. The manager acted immediately to rectify this. On our return the next day, we were satisfied that appropriate steps had been taken to redeploy staff in the interim, and that more robust procedures were now in place to track staff's registration and renewal requirements more closely.

Since the inspection we have reviewed the service's SSSC record and are satisfied the staff we previously identified are now registered. The grade awarded for staffing would have been adequate but due to the quick response of the service will now be good.

The service should continue with their plans to review and update their safer recruitment and selection procedures, in line with the recently updated national good practice guidance "Safer Recruitment Through Better Recruitment".

A personalised learning log framework was being used to track children's progress and celebrate their achievements, with a learning journey being regularly shared with their parents. The manager agreed they now needed to observe and record more fully what the older children were learning and achieving, to secure and sustain their progress over time. Parents could then be more involved in evaluating and reflecting with their child on their play and learning, and to plan their progression pathways together. We discussed how each child could also create their own floorbook as part of their learning journey and progression pathway with their parents.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

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	
15 Oct 2014	Unannounced	Care and support	4 - Good
		Environment	5 - Very good
		Staffing	4 - Good
		Management and leadership	4 - Good
14 Dec 2012	Unannounced	Care and support	6 - Excellent
		Environment	6 - Excellent
		Staffing	6 - Excellent
		Management and leadership	5 - Very good
19 Jul 2011	Unannounced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	5 - Very good
20 Jan 2011	Unannounced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	Not assessed

Date	Type	Gradings	
11 Feb 2010	Unannounced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	5 - Very good
		Management and leadership	Not assessed
26 Mar 2009	Unannounced	Care and support	5 - Very good
		Environment	5 - Very good
		Staffing	5 - Very good
		Management and leadership	5 - Very good

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