

## Elmvale Nursery Class Day Care of Children

Elmvale Primary School  
712 Hawthorn Street  
Glasgow  
G22 6ED

Telephone: 0141 558 5238

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

**Service provided by:**  
Glasgow City Council

**Service provider number:**  
SP2003003390

**Care service number:**  
CS2003014798

## 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](http://www.careinspectorate.com)

This service was registered with the Care Inspectorate on 1 April 2011.

Elmvale Nursery Class is situated within Elmvale Primary School in the North of Glasgow. The service is provided by Glasgow City Council and is registered to provide pre-school education and daycare to a maximum of 40 children aged from 3 years to those not yet attending primary school. Of these children a maximum of 10 will attend all day. The service operates from 8.45am to 4.30pm hours Monday to Friday during term time.

We check services are meeting the principles of Getting it Right for Every Child (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 services that can help them. There are eight wellbeing indicators at the heart of GIRFEC: safe, healthy, achieving, nurtured, active, respected, responsible, and included, also known as the SHANARRI wellbeing indicators.

## What people told us

Children were observed to be happy, relaxed and comfortable in the surroundings. They responded positively to staff.

We had two Care Standards Questionnaires completed and returned to us during our inspection. Three staff questionnaires were also returned. Overall parents were happy with their child's care. Comments from parents included: "My son really enjoys his nursery."

## Self assessment

The Care Inspectorate received a fully completed self-assessment from the service. This was completed by the manager. The self-assessment gave examples of improvements they had implemented as well as areas for development. The management team spoke with us about their plans for these improvements.

## From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	3 - Adequate

## Quality of care and support

## Findings from the inspection

Children were engaged in play. They were aware of the nursery routine and were happy to engage with us. They were able to access resources and experiences independently and involved staff when they required additional support. Staff tailored this support to suit the child's needs. Staff were very knowledgeable of the children and were able to give examples of how they had supported families through difficult experiences.

Personal plans were in place for each child. We discussed the information being recorded and how it could better reflect children's support needs. The service has made changes to incorporate children's individual needs for example there is now a nurture area for children to explore and have time for themselves. Strategies were in place to support children to access experiences ie pictorial choices. They were in the process of reviewing their planning and tracking of children's learning. (see recommendation 1)

Parents and children are asked their views on different areas of the nursery. Two wish and a start format was used to gather info about what parents thought of the service. They recently changed their collection times in consultation with parents as they found that children's experience of nursery was being interrupted due to collecting other siblings from school.

We found the service's performance was good for this theme.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 1

1. The management and staff team should review and evaluate the new planning systems to ensure they capture and track children learning and development.

National Care Standards 5 Early Education and Childcare up to the age of 16 - Quality of Experience

**Grade:** 4 - good

## Quality of environment

### Findings from the inspection

The school was undergoing refurbishment at this inspection. Therefore the staff were taking extra precautionary safety measures for accessing the nursery outdoor space. A detailed risk assessment was in place. During this time of refurbishment they were attempting to bring some outdoor experiences inside for example using soil for digging in the playroom. They also had use of the infants playground. A new risk assessment and procedure had been developed for staff to follow at pick up time when outside with children.

The toilets within the upstairs playroom had been refurbished and now included a changing area. Staff advised of the positive impact this refurbishment has had for children. Children demonstrated good hygiene practices. Due to the extension of the toilet space the playroom has been rearranged to accommodate the changes while ensuring that children have access to a wide range of experiences. Changes had been made to the layout and

resources within the playroom to support children's needs, for example through monitoring how the areas were being used they provided sensory experiences throughout the playroom to ensure that children could access this resource no matter where they chose to play.

They had trialled a new system to promote children's choice to access outdoors. When evaluating this they recognised that the system had identified gaps ie not all children getting a choice. A new system was being developed to ensure that all children had a choice to access outdoor play (see recommendation 2).

We found the services performance was good for this theme.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 1

1. The management team and staff should consider other ways for children to access outdoor play.  
National Care Standards 3 Early Education and Childcare up to the age of 16 - Health and Wellbeing

**Grade:** 4 - good

## Quality of staffing

### Findings from the inspection

Staff were committed and knowledgeable about children's learning and development. They were proactive in researching and updating their skills and knowledge. Staff now had 'champion' roles within nursery. For example the ICT champion worked with children to celebrate their learning and post it on the nursery twitter account. This was good as it gave staff ownership of developing aspects of learning within the service as well as their own professional development.

Staff have been involved in evaluating their environment and practice. They have been working with the local authority Literacy Team to enhance and promote children's literacy within the service. Peer observation sheets have been used (two stars and a wish format) to provide feedback on activities.

Staff supported each other and students. They advised that they worked together really well and trusted each other. They had professional confidence and respect for colleagues. They felt the new depute has had a positive impact so far and felt that she listened to concerns and valued their input. Staff advised that they would like more access to training on a regular basis to improve and support their practice, knowledge and skills.

We found the services performance was good for this theme.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 0

**Grade:** 4 – good

## Quality of management and leadership

### Findings from the inspection

Recently there had been changes to the management of the nursery team with a new depute in place to oversee the day-to-day running. This has been a challenging time for the service as it had meant that planning and systems for assessing children's learning had been changed with each new depute. The new depute advised that she was committed to taking the service forward with the staff and utilising their knowledge and skills. The manager is currently undertaking further learning in Early learning and Childcare. This is good as it will increase the opportunities for children to experience a male role model within the nursery environment.

Due to these changes in the senior management team, the systems to review, monitor and develop areas for improvement had not been implemented effectively. The manager was aware of the issues we discussed and acknowledged the impact this had on the progression of the service. Therefore we are carrying forward the recommendations from the last inspection (see recommendations 1, 2 and 3).

We were not notified of an incident that occurred at the beginning of the year in the nursery. We discussed this with the manager and staff (see requirement 1).

We found the services performance was adequate for this theme.

### Requirements

**Number of requirements:** 1

1. The provider must ensure that those responsible for submitting notifications to the Care Inspectorate are aware of their roles and responsibilities. This includes all circumstances in which the Care Inspectorate must be notified and required timescales. Systems should be in place to ensure that the Care Inspectorate is notified of all circumstances, which can be found in 'Records that all registered care services (except childminding) must keep and guidance on notification reporting document. Submitting notifications and providing relevant information permits the Care Inspectorate to fulfil their regulatory functions.

This is to comply with: The Public Service Reform (Scotland) Act 2010 section 53 (2) (6) and SSI 210 (6)

Timescale for completion: Within 1 month upon receipt of this report.

## Recommendations

### Number of recommendations: 3

1. Effective monitoring and evaluation systems should be put in place for management and staff to capture the needs of the service.

National Care Standards for Early Education and Childcare up to the age of 16: Health and wellbeing.

2. The provider should maintain successful monitoring and assessment systems for staff so that any changes in management within the service will not have a negative impact.

National Care Standards for Early Education and Childcare up to the age of 16: Improving the service.

3. The provider should ensure that the person responsible for the day-to-day running of the nursery has time to effectively monitor, assess, support and evaluate the staff and the nursery.

National Care Standards for Early Education and Childcare up to the age of 16: A well-managed service.

**Grade:** 3 – adequate

## What the service has done to meet any requirements we made at or since the last inspection

## Previous requirements

### Requirement 1

The provider must ensure that working sinks are available for children within the toilet area in the upstairs playroom.

This is in order to comply with SSI 210 Regulation 4 (1) (a) Welfare of users: (a) providers shall make proper provision for the health and welfare of service users;

Timescale for completion: Within 8 weeks on receipt of this report.

**This requirement was made on 20 April 2016.**

### Action taken on previous requirement

The toilet area in the upstairs playroom has been extended and refurbished to include four toilets with working sinks and a separate changing area.

**Met – outwith timescales**

## What the service has done to meet any recommendations we made at or since the last inspection

### Previous recommendations

#### Recommendation 1

Children's personal plans should be reviewed to capture meaningful information to help support children while adhering to legislation and best practice guidelines.

National Care Standards for Early Education and Childcare up to the age of 16: Health and wellbeing.

**This recommendation was made on 20 April 2016.**

#### Action taken on previous recommendation

This recommendation has been met.

#### Recommendation 2

The manager should ensure that the services hand washing practice reflects infection control best practice guidance.

National Care Standards for Early Education and Childcare up to the age of 16: A safe environment.

**This recommendation was made on 20 April 2016.**

#### Action taken on previous recommendation

This recommendation has been met.

#### Recommendation 3

Effective monitoring and evaluation systems should be put in place for management and staff to capture the needs of the service.

National Care Standards for Early Education and Childcare up to the age of 16: Health and wellbeing.

**This recommendation was made on 20 April 2016.**

#### Action taken on previous recommendation

This recommendation has not been met. See QT 4 recommendation 1.

#### Recommendation 4

The provider should maintain successful monitoring and assessment systems for staff so that any changes in management within the service will not have a negative impact.

National Care Standards for Early Education and Childcare up to the age of 16: Improving the service.

**This recommendation was made on 20 April 2016.**

#### Action taken on previous recommendation

This recommendation has not been met. See QT 4 recommendation 2.

## Recommendation 5

The provider should ensure that the person responsible for the day-to-day running of the nursery has time to effectively monitor, assess, support and evaluate the staff and the nursery.

National Care Standards for Early Education and Childcare up to the age of 16: A well-managed service.

**This recommendation was made on 20 April 2016.**

### Action taken on previous recommendation

This recommendation has not been met. See QT 4 recommendation 3.

## Recommendation 6

The manager should invite stakeholders such as outside agencies to comment and make improvements to how the service is provided.

National Care Standards for Early Education and Childcare up to the age of 16: Improving the service.

**This recommendation was made on 20 April 2016.**

### Action taken on previous recommendation

This recommendation has been met.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://www.careinspectorate.com).

## Enforcement

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

## Inspection and grading history

Date	Type	Gradings	
8 Feb 2016	Unannounced	Care and support	4 - Good
		Environment	1 - Unsatisfactory
		Staffing	4 - Good
		Management and leadership	3 - Adequate
30 Jan 2015	Announced	Care and support	3 - Adequate
		Environment	2 - Weak
		Staffing	4 - Good
		Management and leadership	2 - Weak
1 Jun 2011	Unannounced	Care and support	4 - Good
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate
9 Oct 2012	Unannounced	Care and support	5 - Very good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	4 - Good
18 Nov 2010	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate
3 Dec 2009	Unannounced	Care and support	4 - Good
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate
13 Jan 2009	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate

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Care Inspectorate  
Compass House  
11 Riverside Drive  
Dundee  
DD1 4NY

[enquiries@careinspectorate.com](mailto:enquiries@careinspectorate.com)

0345 600 9527

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