Old Rayne Playgroup
Day Care of Children

St.Lawrence Hall
Old Rayne
Insch
AB52 6RY

Telephone: 07968 046806

Type of inspection: Unannounced
Inspection completed on: 20 June 2017

Service provided by:
Old Rayne Playgroup

Service provider number:
SP2003000524

Care service number:
CS2003002662

About the service

Old Rayne Playgroup has been registered with the Care Inspectorate since April 2011.

The playgroup is registered to provide a day care of children service for a maximum of 24 children aged from 2 years to not yet attending primary school at any one time and to provide a care service to a maximum of 15 children aged 2 - 3 years for sessions of one-and-a-half hours on two afternoons per week.

The service is provided by a voluntary committee of parents and operates from the St Lawrence Hall in the centre of Old Rayne, a rural village in Aberdeenshire.

The aims of the service were comprehensive and summarised included to:

- Create a safe, caring, positive and stimulating environment in which each child is treated as an individual and encouraged to become a successful, confident learner who is responsible and independent.
- Work in partnership with children, parents, carers and other professionals; valuing the role of family as the child's first educators.
- Provide a flexible, broad and balanced play-based curriculum, extend learning by responding to individual needs and interests and monitor each child's progress
- Be inclusive, promoting equality of opportunity in an environment where we aim to meet all aspects of children's needs.
- Work as a team where staff are knowledgeable and up to date with innovative practice and research relating to early years education.

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.

The Care Inspectorate 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 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

There were around 18 children present during the sessions we inspected aged from 2 to 5 years. We observed the children and saw that they were happy and relaxed in the playgroup. We talked to children about their experiences and they told us:

"We are power rangers; he's the green one and I am the blue one. I am drawing a map; this is the land and this is the sea. Because they go to different places and sometimes we need to split up and if I have a map I can find him."

"This is me, I am on my map."

"I am drawing the steps up to the kitchen, I am making somebody's house, but my house does not look like this. It's my grandad's house and my daddy is working in the annexe."

"I like painting best but there isn't any today."

"I am packing my school bag because I am going to school because I am six."

"I am going to school lunch tomorrow to Oyne School. I am five in August."

Four out of a sample of eight parents returned completed Care Standards Questionnaires to us before the inspection. All were happy overall with the quality of care their child receives. Comments included:

"Well-run and well-organised playgroup. My child always come out telling me anything new he has learnt, what he tried for snack and who he was playing with. He sings new songs all the time that he learnt at playgroup. He also speaks about the teachers all the time and how much fun he has with them all."

"Staff are always happy to listen to any worries; especially development issues and do give me advice regarding who to contact if I need any extra support."

We also spoke to three parents informally as they dropped off and collected their children, and to four parents on the committee about committee matters and their individual views. Most were happy with the playgroup, however a couple felt their children were not receiving as stimulating a curriculum as they might elsewhere. We looked at this aspect of care as part of the inspection and have included our findings in the report.

Self assessment

The service had not been asked to complete a self-assessment in advance of the inspection. We looked at their own improvement plan and quality assurance processes. Issues relating to quality assurance, acting on feedback from people using the service and the quality of the service's improvement plan are included within the report.

From this inspection we graded this service as:

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

Quality of care and support

Findings from the inspection

The quality of care and support provided for children at Old Rayne Playgroup was adequate.

The manager and staff had established good relationships with children and their families. They worked in partnership with parents to develop sound care plans that ensured that individual children's needs were well supported. Staff were building relationships with other professionals, for example speech and language therapy who visit the centre. This benefited children by being supported in a known and comfortable environment.

We observed that several children had runny noses; they were unsure where tissues were kept or how to manage their own personal care. Staff did not notice or respond to offer children the support they needed quickly enough. When they did they did not encourage appropriate hand washing. **See recommendation 1.**

Water was available for children to drink at all times and snack menus helped children to learn about what was good for their health. Children were able to exercise independence in snack routines.

In the pre-school group the manager and staff were developing children's involvement through the use of floor books and responding to children's interests. A topic on maps had clearly impacted positively on children's learning. Displays showed that children's own creative work was valued.

Observations recorded in children's profiles were not yet reflecting significant learning and achievement. Staff were not tracking children's progress or identifying their individual next steps. As a result planned activities did not engage the older children's interest sufficiently or offer enough challenge to progress their learning. Indoors and outdoors children became bored leading to negative behaviours. **See recommendation 2**

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. The manager should ensure that children are responsively supported in developing good personal care habits in nasal hygiene followed by hand washing.

National Care Standards for Early Education and Childcare up to the age of 16 - Standard 3: Health and Wellbeing and Standard 2: A Safe Environment

2. The manager and staff should improve approaches to observations, assessment and planning to ensure that routines and activities meet the care, learning and development needs of all children.

National Care Standards Early Education and Childcare Up to the Age of 16 - Standard 4: Engaging with Children and Standard 5: Quality of Experience

Grade: 3 - adequate

Quality of environment

Findings from the inspection

The quality of environment provided for children at Old Rayne Playgroup was adequate.

The good-sized hall and annex provided plenty of space for children to play. The accommodation was clean and well maintained. The main play room was set out in areas which parents told us was an improvement and gave their children a better focus on their play.

Following the previous inspection, a mobile nappy changing unit had been purchased. This meant the unit could be stored out of the toilets with less risk of cross infection to the children.

In the twos group children settled easily to play. A parent told us that staff help children to settle with activities they individually enjoy, for example stories. The basic activities offered suited the younger children's overall stage of development. Children explored sensory activities such as water and foam finger painting with enthusiasm. One child was fascinated by the changes the paint and foam made to the water tray and experimented for some time; unfortunately this was discouraged by staff.

Overall the layout of the play room particularly for the older children was not well thought out or used to its full potential. The book corner was too large and the gym mats promoted physical rough and tumble which disturbed those interested in reading. In the main playroom a story and rhyme time was attempted with children sitting on the soft play building blocks which did not encourage children to listen and participate.

The basic toys available did not sufficiently interest or challenge the older children's learning. Dividing racks which should have supported children's choice and active learning did not contain stimulating materials to support investigation, experimentation, children's creativity or imagination. More loose parts and natural materials would enhance children's learning.

Outdoor play consisted of only physical and energetic games and bikes. A more natural garden had been developed but children were only using this once a week.

See recommendation 1.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. The manager and staff should review the presentation and storage of resources to ensure children can choose from a more stimulating and developmentally challenging range of active learning experiences, indoors and out.

National Care Standards for Early Education and Childcare up to the Age of 16 - Standard 5: Quality of Experience

Grade: 3 - adequate

Quality of staffing

Findings from the inspection

The quality of staffing supporting children at Old Rayne Playgroup was adequate.

Following the previous inspection the committee and manager had worked hard to develop more effective

recruitment procedures. Well organised procedures were now established that contributed to children being safe and protected within the service.

The playgroup had experienced a lot of change within the staff team over the past year. Recruitment of staff had been an ongoing task for the committee and this was still continuing. Vacant posts were hard to fill but the committee was making every effort to recruit new staff.

The newly promoted manager was building good relationships with the existing staff team and looking forward to stabilising the staff team with additional recruitment. The manager recognised that consistency in staffing was vital for the new term to support the children effectively.

The lack of a stable and experienced staff team had hampered the progression of change and improvement over time. Relief and support staff were warm and responsive to children and tried their best to maintain children's interests. They were working well with the new manager and local authority development worker to determine their aims and vision and bring about changes.

Staff appraisals included the consideration of staff training needs and training had been identified. Child protection training had been identified as a staff training need. However as a priority, staff needed to learn more about how to support children's learning effectively. **See requirement 1**

Requirements

Number of requirements: 1

1. In order to improve the quality of children's learning experiences the committee must ensure that the manager and staff develop their knowledge and skills to provide a developmentally appropriate curriculum, support children's learning, and implement self evaluation.

This is to comply with the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210) Regulation 4 - Welfare of users, in particular 4(1)(a) and Regulation 15 - Staffing, in particular 15(b)(i)

Timescale: within the first term of the school year 2017/18.

Reference National Care Standards for Early Education and Childcare up to the age of 16 - Standard 12: Confidence in Staff, Standard 5: Quality of Experience and Standard 13: Improving the Service

Recommendations

Number of recommendations: 0

Grade: 3 - adequate

Quality of management and leadership

Findings from the inspection

The quality of management and leadership at Old Rayne Playgroup was adequate.

Parents were fully involved in the running of the playgroup and the decision-making process. The committee, manager and staff had established good working relationships and were working well as a team. The administration of the group was well-managed; a robust framework of policies had been developed to guide staff practice and ensure children were safe and protected. All staff felt well supported.

At the previous inspection we made one requirement and two recommendations; the requirement and one recommendation had been met. The recommendation to develop and introduce systems to evaluate and monitor progress across all aspects of the service was not met. The recommendation is restated in this report.

With the support of the local authority, an improvement plan had been developed; however minimal evaluation and progress was noted. A focus on parental involvement had begun to bring about improvements that parents reported found positive; a whiteboard and Facebook page had been successful in providing parents with better information and stay and play sessions had been introduced. Staff had consulted with parents about their views and with children about what made them happy.

Progress with other aspects of the development plan had been constrained because of vacancies in the staff team which meant the manager had to prioritise working with the children and ensuring their wellbeing. The manager and staff had begun to familiarise themselves with the challenge questions from How Good is Our Early learning and Childcare and note some thoughts. They recognised there was a lot of work to be done to raise the quality of the service. A more stable staff team is envisaged for the new term, which will help the manager and staff to move forward with the improvement plan.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. The manager to work with staff and where appropriate, the management committee to develop and introduce systems that will evaluate and monitor all aspects of the service.

National Care Standards for Early Education and Childcare up to the age of 16 - Standard 14: Well-managed Service and Standard 13: Improving the 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

To ensure children are kept safe and protected at all times, the provider must:

Ensure safe recruitment practices are carried out for all staff, including the receipt of two references, a PVG or updated PVG and professional registration check prior to commencement of employment.

This is in order to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services), SSI 2011/210, Regulation 4 - Welfare of users, in particular 4(1)(a); Regulation 6 - Fitness of provider; Regulation 7 - Fitness of managers and Regulation 9 - Fitness of employees.

Timescale for meeting this requirement: from receipt of this report.

This requirement was made on 27 April 2016.

Action taken on previous requirement
Recruitment procedures had been reviewed, improved and implemented. Well-organised and thorough recruitment checks had been carried out for new staff; contributing to children's safety and protection in the setting.

Met - within timescales

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

Previous recommendations

Recommendation 1

The provider to consider the best practice guidance "Nappy changing facilities in early years, nurseries and large childminding services", and make changes to improve the existing changing facility.

National Care Standards Early Education and Childcare up to the age of 16 - Standard 2: A Safe Environment

This recommendation was made on 27 April 2016.

Action taken on previous recommendation

A mobile nappy changing unit had been purchased. This meant the unit could used in the well-ventilated main facilities and when finished with be stored out of the toilets with less risk of cross infection to the children. The recommendation was met.

Recommendation 2

The manager to work with staff and where appropriate, the management committee to develop and introduce systems that will evaluate and monitor all aspects of the service.

National Care Standards Early Education and Childcare up to the age of 16 - Standard 14: Improving the Service

This recommendation was made on 27 April 2016.

Action taken on previous recommendation

While some action had been taken towards meeting this recommendation, progress was not significant and not yet leading to high quality service improvement. The recommendation was not met and is carried forward in this report.

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

Date	Type	Gradings	
27 Apr 2016	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 3 - Adequate 2 - Weak 2 - Weak
3 Apr 2014	Unannounced	Care and support Environment	5 - Very good 4 - Good

Date	Type	Gradings	
		Staffing Management and leadership	5 - Very good 4 - Good
18 Apr 2013	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 3 - Adequate 3 - Adequate 3 - Adequate
2 Mar 2012	Re-grade	Care and support Environment Staffing Management and leadership	Not assessed Not assessed Not assessed 4 - Good
2 Mar 2012	Re-grade	Care and support Environment Staffing Management and leadership	Not assessed Not assessed Not assessed 1 - Unsatisfactory
29 Jan 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good Not assessed 5 - Very good Not assessed
4 Mar 2009	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good

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