

St. Pius Nursery Day Care of Children

Banchory Road
Dundee
DD4 7TQ

Telephone: 01382 438528

Type of inspection: Unannounced
Inspection completed on: 12 December 2017

Service provided by:
Dundee City Council

Service provider number:
SP2003004034

Care service number:
CS2015337964

About the service

The service was registered with the Care Inspectorate in 2015, to provide a care service to a maximum of 40 children as follows: A maximum of 30 children aged 3 to those not yet attending primary school. A maximum of 10 children aged 2 - 3 years of age. The provider is Dundee City Council.

The service is based in the grounds of St. Pius Primary School in Dundee. The nursery accommodation is a stand alone building and comprises of a large entrance hall, two nursery rooms, toilets and nappy change, and large enclosed outdoor play areas.

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

Children were happy and content in their play, moving around confidently. They showed us some of their favourite resources and told us about hunting for lost dinosaurs in the ice outside! Comments included:

"This is a t-rex"
"I'm going outside"
"I was sliding down"
"Yummy in my tummy"
"I want to try broccoli"
"We're playing paw patrol in nursery"

We received five completed questionnaires from parents and carers. Four strongly agreed, and one agreed with the statement 'Overall I am happy with the quality of care my child receives in this service.'

Comments included:

"As a first time parent on my own, I have had the best support from the staff at St. Pius. They are the most caring nursery staff I have seen, couldn't make you feel anymore welcome, we are all a wee family including kids, parents and staff. I would not change any aspect of anything, staff let parents participate in any activities and can be involved as much as they can."

"110% happy with the nursery and staff. My daughter has developed so well since starting at two years old (now four years old)."

Self assessment

The service was not asked to submit a self assessment prior to inspection. We reviewed their quality assurance processes and improvement plan, which identified key focus areas for development. We discussed this under the management and leadership of the service, noting areas for further development.

From this inspection we graded this service as:

Quality of care and support	5 - Very Good
Quality of environment	5 - Very Good
Quality of staffing	5 - Very Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Staff supported children very well in a sensitive and individualised manner. Children's individual needs and stages of development were well understood by the staff team. Where specific children required more focussed intervention, this was offered with recognition to the impact for all children within the room. Staff were familiar with individual strategies to support children, and worked closely with parents and partner agencies to identify these, resulting in a consistent and holistic approach.

Transitions between rooms was very well-managed, at a pace suitable to each child. We observed one child being supported particularly well with transition from the 2's room to the older room, resulting in very positive outcomes. The nursery had a new family worker role, and they shared with us their plans to introduce home visits to families prior to their children transitioning into nursery. This will help further strengthen the strong relationships with parents and families.

The nursery had introduced new learning journals since last inspection, and we found these to be working well. Staff were becoming more familiar with these, and were completing them to a good standard. A new assessment and tracking system had also been introduced which now provided staff with a clear format to track children's progress each term. Summary reports were produced to reflect on children's progress and identify their next steps in learning. The senior practitioner reviewed these to monitor consistency and support staff in their development. We discussed the continued use of the journals and tracking, and the importance of self-evaluation in reviewing and evaluating the impact of this approach.

Children's choice was well-respected throughout the nursery, and children were confident in their choice of play whether this was indoors or outside. Children were encouraged to be independent and responsible in a variety of ways such as tidying after playing and self-serving snack. We discussed ways in which this could be better supported at lunch times, to incorporate the very good level of independence observed during snack.

Kindness was encouraged and valued with the use of a 'kindness fish', whereby children received a scale to put on the fish to celebrate their kindness to their peers. This helped develop children's awareness of their peers, and the impact of their behaviour on others. We observed children to respond very positively to this approach.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

The nursery provided a bright and welcoming environment for families and children. A secure entrance was in place to contribute towards children's safety, and parents and children were welcomed by a staff member at the start and end of sessions.

Playrooms provided children with a variety of resources and offered free flow play outdoors. Toilets were situated off playrooms which children accessed independently. Hand washing was observed to be very good throughout the inspection, and the environment was clean and well maintained.

The 3-5 year olds playroom provided a variety of activities and resources such as art, ICT, story corner, home corner and construction. Children moved confidently around the room and chose activities which interested them. There was free flow access to the outdoor play area, and children dressed themselves in coats, hats, gloves and wellies before playing outside.

The outdoor area offered a large selection of resources, including loose parts which contributed positively towards children's creativity and imagination. We observed children to be exploring ice on the day of inspection, making ice cones with different flavours, before bringing ice inside to explore in the water tray. Staff supported children extremely well with this interest, extending their learning through considered discussion.

The playroom for the two-year olds had significantly improved since last inspection, and now offered younger children a more nurturing experience. This included the development of cosy areas where children could rest and relax. Children moved confidently around the environment, and were supported in their choice of activities they enjoyed. The improved layout contributed positively to children's experience and outcomes.

The outdoor area for the younger children had also been further developed since last inspection and offered children a variety of outdoor activities incorporating active play. This provided them with challenge and the opportunity to develop new skills, contributing positively to their overall health and wellbeing.

Staff supported children to develop their understanding of risk through discussion about what they were doing, as well as things to consider in relation to their safety. We discussed the importance of a risk benefit approach in developing children's knowledge and skills.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of staffing

Findings from the inspection

There had been a few staff changes since the last inspection. We reviewed staff registration and found all staff to be appropriately registered with the Scottish Social Services Council (SSSC). Staff told us they had received a good induction into the service, and were welcomed warmly by the staff team. A staff handbook covered main areas of responsibility and kept staff informed about relevant policies and procedures.

Staff had completed a variety of training and were encouraged with their continuous professional development. We found most staff to be reflective practitioners who shared with us the impact of training on their practice. This contributed positively to improved outcomes for children. Staff were aware of their own development and identified certain training they felt would be beneficial to their knowledge and skills. Staff were motivated and professional, and were keen to deliver the best possible outcomes for children in their care.

The well established relationships between staff, children and families was evident in the positive interactions during the inspection. Children were supported in an individualised manner by staff who knew them very well. Staff showed great consideration to all children within the nursery, and this guided their professional decision-making.

Most staff were skilled in supporting and extending children's learning, adding breadth and challenge through engaging discussion. We discussed the breadth of skills across the staff team and the opportunity for more skilled staff to mentor less experienced members of the team. Champion roles had been introduced which staff were responding well to, and we highlighted the mentoring role as part of this to further develop the consistency in quality across the nursery team.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

Consultation with parents and children continued with the nursery adopting a flexible approach in order to best meet the needs of the parents and children currently attending the service. Notice boards were reviewed regularly to ensure they shared relevant information, and parents were invited to groups, and stay and play sessions to learn about their child's experience at nursery. The nursery had recently introduced a new approach to gaining feedback from children and their parents about their experience at nursery as well as their understanding of the learning experience.

The senior leadership structure had been developed within the nursery since last inspection. The senior practitioner was clear on her roles and responsibilities, and was supported in this by the head teacher. The senior practitioner had received leadership training and this was impacting positively on her knowledge and skills. We discussed delegation of duties from the head teacher and the ongoing process of this as appropriate.

There was a quality assurance calendar in place, providing an overview of the key areas for monitoring and reviewing. This provided the senior and team with clear expectations as to how elements of the service were reviewed to ensure quality standards were being met. We discussed the addition of formal room monitoring to this in order to gather evidence to contribute towards the overall service evaluation.

The team had made a start on their self-evaluation against the How Good is Our Early Learning and Childcare document. We discussed the format of this and the benefit of a depth of detail to consider and evidence the impact on outcomes for children. We also discussed the importance of ensuring that all staff were contributing to the development of this in order that self-evaluation is recognised as a team responsibility, contributing positively to the team ethos and vision for the service.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 – good

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 all children's information is reviewed with parents or carers every six months, or sooner where there has been a change.

This is in order to comply with: The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (Scottish Statutory Instrument 2011/210) Regulation 5 Personal Plans.

Timescale - within two months of this report.

This requirement was made on 2 November 2016.

Action taken on previous requirement

Children's information was now being reviewed and updated regularly, and was available for staff to view.

Met - within timescales

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

Previous recommendations

Recommendation 1

Staff should ensure that children's portfolios are up-to-date and capture significant observations, individualised next steps, and track children's learning in order to meet their developmental needs.

This is in accordance with: National Care Standards, Early Education and Childcare up to the age of 16, Standard 4 - Engaging with Children.

This recommendation was made on 2 November 2016.

Action taken on previous recommendation

The nursery had developed learning journals and these were being used well. Staff were developing their understanding of these, and the senior practitioner was reviewing them to ensure they were being complete to a good standard. A new tracking system had been introduced and staff were tracking children's progress termly.

Recommendation 2

The service should consider the layout of the two-year olds room, and resources available, to provide a more nurturing environment resulting in more positive outcomes for children. This should include a quiet area where children can rest or sleep.

This is in accordance with: National Care Standards, Early Learning and Childcare up to 16, Standard 3 - Health and Wellbeing, Standard 5 - Quality of Experience, Standard 11 - Access to Resources.

This recommendation was made on 2 November 2016.

Action taken on previous recommendation

The two-year olds indoor environment was much improved since last inspection, and now provided children with a more nurturing environment, including space to rest and relax.

Recommendation 3

The service should continue to implement the quality assurance calendar, considering the regularity of certain aspects to identify and address the areas for improvement identified in this report.

This is in accordance with: National Care Standards, Early Learning and Childcare up to of 16, Standard 4 - Quality of Experience, Standard 13 - Improving the Service, Standard 14 - Well-managed Service.

This recommendation was made on 2 November 2016.

Action taken on previous recommendation

The quality assurance calendar was in place and provided an overview of key areas to be evaluated and monitored. We discussed the addition of formal room monitoring to this in order to feed into the overall self-evaluation and ongoing improvement agenda.

Recommendation 4

The service should further develop the leadership of the nursery to provide clear direction and support to drive forward improvement.

This is in accordance with: National Care Standards, Early Learning and Childcare up to of 16, Standard 13 - Improving the Service, Standard 14 - Well-managed Service.

This recommendation was made on 2 November 2016.

Action taken on previous recommendation

The leadership of the nursery had been further developed, with the senior practitioner receiving leadership and management training. This was impacting positively on the overall leadership of the nursery.

Recommendation 5

The nursery policies should be further developed to provide sufficient, relevant information to parents in line with registration requirements.

This is in accordance with: National Care Standards, Early Learning and Childcare up to of 16, Standard 14 - Well-managed Service.

This recommendation was made on 2 November 2016.

Action taken on previous recommendation

Nursery policies had been reviewed and updated, and provided clear, relevant information for staff and parents.

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	
5 Oct 2016	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	3 - Adequate

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