

Goodlyburn Primary School Nursery Day Care of Children

Goodlyburn Primary School
Crieff Road
Perth
PH1 2NT

Telephone: 01738 454230

Type of inspection: Announced (short notice)
Inspection completed on: 6 December 2017

Service provided by:
Perth & Kinross Council

Service provider number:
SP2003003370

Care service number:
CS2003017333

About the service

Goodlyburn Primary School Nursery is located within Goodlyburn Primary School. The nursery setting comprises of two playrooms, toilet and nappy changing facilities and a cloakroom. The children have direct access to a large, secure outdoor play area and other facilities within the school.

The nursery is registered to provide a care service to a maximum of 40 children at any one time aged two years to those not yet attending primary school of whom a maximum of 10 children are aged two to under three years.

We wrote this report following a short notice announced inspection, carried out by two inspectors, which took place on 5 and 6 December 2017. We gave feedback to the head teacher and nursery class teacher at the end of inspection.

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.

The nursery shared a vision with the whole school which was for – A stimulating and innovative learning environment encouraging everyone to reach their full potential.

Where – Everyone behaves in a safe, respectful way. Everyone is valued and actively involved in the life of the school community.

What people told us

We provided the service with 16 questionnaires for parents of children using the service. Five completed questionnaires were returned to us before the inspection. All of those who completed our questionnaires strongly agreed that they were happy with the quality of care and support their child received while in the service.

We had the opportunity to speak with parents during our inspection. They confirmed that they were happy with the service provided. They told us:

"My son is autistic and the nursery have been amazing with him. They keep me informed of everything and help my son so much."

"My son was at the nursery last year and he has built up a special bond with his keyworker. She is his keyworker for this year too."

"No issues with staff or care of my child. The classrooms however, appear to need refurbished as soon as possible."

"He loves playing in the garden and nursery is really bringing him on. He is always running home happy."

"My daughter loves it and wants to come every day. There is brilliant communication and staff are amazing. Let her come five days a week!"

"The staff are lovely and the communication is good."

During the inspection we observed the children at play and found most of them to be happy and confident, enjoying their activities, snacks and lunches. They were keen to involve us in their play and to share their learning with us.

"This is the dressing up. Look Rapunzel. Can you help me put it on?"

"All the nights I get to stay at my Granny's for a sleepover."

"I like to play outside and dress up. Look there's my friend XXXX do you want to speak to them too?"

"My mummy comes here sometimes to help out."

"Would you like to come outside and play with me?".

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 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	4 - Good
Quality of staffing	5 - Very Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

From the evidence gathered during our inspection we evaluated this theme as good. We looked at how the service was meeting the needs of all children and how it supported safety, independence and choice.

We spoke with staff about the service's child protection policy. We were satisfied that they had a good working knowledge of their responsibilities and the procedures to ensure that service users were protected. Staff told us that they had regular updates to inform their practice.

Children were supported well to become independent learners. They were encouraged to be responsible in a variety of leadership roles across the nursery. They enjoyed these roles and were able to share, for example, how they were helping to keep others safe. Children were encouraged to solve problems and disputes for themselves with the support of staff. We heard staff use the wellbeing indicators to encourage children in showing empathy, safety and fairness.

Children's learning targets and wider achievements were shared well between home and nursery, with targets written collaboratively and updated on a regular basis. Children's learning journals were updated regularly. We would ask staff to ensure that observations were of children's learning and not descriptions of activities they had been involved in. Next steps should be written where appropriate and staff should ensure that these are measurable and revisited regularly. We would encourage staff to involve children in reviewing and setting their own next steps.

Staff recognised the triggers for some unwanted behaviours and had put in place some strategies to support children. They had recently introduced 'outside explorers' to support children who struggled with accessing the very busy nursery environment. Although this was in its very early stages, staff told us that they believed it was having a positive impact.

At some points during the first day of our inspection we had to speak to staff where we had a concern for the safety of children. This was at times of the day where staff were occupied with changing children and during staff lunches. Staff routines had been re-organised before our second visit and we could see that this was having a positive effect. We would ask all staff to ensure they have an awareness of all children within the room.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 – good

Quality of environment

Findings from the inspection

During the inspection we evaluated the service to be good. We looked at the physical environment, resources and opportunities for children.

The outdoor area provided children with very good opportunities to explore the natural environment as well as providing them with experiences using more traditional resources. We saw children being active enjoying their play and learning. The use of open-ended and loose parts resources supported children in creativity, enquiry, problem solving and collaborative play.

The room used predominantly by the 3-5 year olds was very cluttered and did not give children enough space to explore and extend their play and learning. Some resources did not contribute any value or purpose, having no batteries, being broken or having missing parts. We felt that this contributed to many of the unwanted behaviours we observed. We spoke to staff at the end of our first day and were very pleased to see a number of issues had been addressed.

The 3-5 room felt very different on our second day with children engaged in independent play and learning and with staff having the time to spend with children engaging in learning conversations. We made further suggestions to the service about how they could maximise the space in the nursery.

The room used by the 2-3 year olds offered more space. We felt that it would benefit from being further developed to make it a more inviting and nurturing area.

Staff made very good use of the local community and amenities. The nursery had developed strong links with a local care home and provided a good example of intergenerational learning. This was having a positive effect on both the children and residents who were participating in the group.

We observed the snack and lunch provision. Children were encouraged to be independent and to try things for themselves. We found it to be a very sociable experience. We asked staff to consider using real crockery during snack times and to replace plastic cutlery in the strong start 2s.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 – good

Quality of staffing

Findings from the inspection

We evaluated this theme as very good. We considered staff training and the motivation of all staff.

Staff within the service had undergone PVG (Protecting Vulnerable Groups) checks and were registered with the SSSC (Scottish Social Services Council).

Two staff questionnaires returned to us before our inspection indicated that staff did not always feel safe at work. We explored this further with staff and understood that this related to the behaviours displayed by some children. We suggested that a risk assessment is completed and a policy with a clear procedure is put in place. This should be written in consultation with all staff members to ensure it meets their needs.

Staff worked very effectively as a team, they were very supportive of each other and were clear in their roles and responsibilities. They were well-trained, motivated and professional. Positive and nurturing relationships were evident throughout the nursery. Children approached staff for help and reassurance throughout the sessions which demonstrated that they had developed trusting relationships. Staff were respectful and encouraging with most giving children time, where needed, to answer and to find their own solutions to problems encountered during their learning and play.

We found staff to be very reflective practitioners. They all clearly wanted the very best for the children attending. Staff had been given leadership roles within the nursery. They undertook a variety of professional reading, sourced ideas online and undertook training opportunities to meet the needs of the children in their care.

Regular meetings both formal and informal gave staff the opportunity to discuss their practice, new ideas and to share developments. Staff were confident in making suggestions and in sharing their concerns.

Most staff supported children with additional needs well, they used a variety of strategies to do this and supported each other well when faced with challenging situations.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

From the evidence gathered during the inspection we evaluated this theme as good. We spoke to staff about the quality assurance processes which were in place to evaluate the effectiveness of the service. We also looked at how parents and children were involved in service evaluation.

Staff felt well supported by the nursery teacher, who had day-to-day responsibility for the running of the nursery, and the head teacher. They found them both to be approachable and responsive to suggestions.

Parents and carers were involved in the service in a number of ways through parent's nights, strong start 2 target review meetings, stay and play sessions and as classroom helpers. They were encouraged to give regular feedback. All parents and carers were invited to become members of the 'Nursery Natter Association' who met regularly to discuss issues, make suggestions and generally support the nursery.

We could see some evidence of consultation with children and looked at collated evidence resulting from a short questionnaire. We suggested that the service begin to further develop its approach to recording children's evaluative comments across the service and ensure that feedback and improvements are shared with children in a meaningful way.

Parents told us that they felt that they were kept well-informed by the nursery staff and that communication was good. We could see that information was shared in the cloakroom, on noticeboards, through nursery newsletters and on the school's website. This helped to ensure parents were included and involved in the life of the nursery.

The management team should review the effectiveness of their quality assurance processes. In particular they should closely monitor the planning, next steps and observations made by staff in the children's learning journals and floorbooks as well as regularly reviewing the nursery environment.

Peer monitoring had been introduced and staff were keen for this to develop further. We would ask staff to ensure that the observations made were evaluative and meaningful.

Staff told us that they were involved in the writing of the improvement plan, which helped to ensure consistency and a shared vision. The staff should now begin to develop an action plan to address the needs and improvements within the service as a result of our inspection.

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, as a team, the staff group review their practice and training in relation to GIRFEC and this must be reviewed regularly in future to reflect the learning.

This is in order to comply with: The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 SSI 2011/210 Regulation 4(1)(b) privacy and dignity of service users.

Timescale: As soon as this training can be accessed for staff.

This requirement was made on 19 March 2015.

Action taken on previous requirement

This requirement has been fully met. Staff are reflective practitioners who meet both formally and informally to discuss and share practice.

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 staff should continue to develop a robust system which enables them to track the children's learning in a meaningful and sustainable way. In doing so, they will be able to share information about each child's progress with relevant others and plan suitable steps to help each child achieve and progress in their learning and play.

The National Care Standards, Early Education and Childcare up to the age of 16, Standard 4 - Engaging with Children, Standard 9 - Involving the Community, Standard 12 - Confidence in Staff, Standard 13 - Improving the Service.

This recommendation was made on 19 March 2015.

Action taken on previous recommendation

The service has addressed this recommendation. We have suggested some improvements within this report.

Recommendation 2

The staff should develop their administration of medication systems to ensure risks for children are minimised.

This recommendation was made on 19 March 2015.

Action taken on previous recommendation

This recommendation has been met. The service has a robust medication policy and procedure.

Recommendation 3

The staff must develop best practice approaches to ensure consistency across the service while engaging with children. The head teacher must submit an action plan to demonstrate how this will be achieved.

The National Care Standards, Early Education and Childcare up to the age of 16, Standards 4 - Engaging with Children, Standards 9 - Involving the Community, Standards 12 - Confidence in Staff, Standards 13 - Improving the Service.

This recommendation was made on 19 March 2015.

Action taken on previous recommendation

This recommendation has been met. An action plan was submitted following the inspection.

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	
19 Mar 2015	Unannounced	Care and support	3 - Adequate
		Environment	4 - Good
		Staffing	2 - Weak
		Management and leadership	4 - Good
8 Mar 2012	Unannounced	Care and support	4 - Good
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	4 - Good
23 Jun 2010	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	3 - Adequate

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