

## Farmhouse Nursery Day Care of Children

Halmyre Mains Farmhouse  
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West Linton  
EH46 7BX

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Type of inspection: Unannounced  
Inspection completed on: 23 March 2018

**Service provided by:**  
Halmyre Mains Farmhouse Nursery Ltd

**Service provider number:**  
SP2010010887

**Care service number:**  
CS2010248894

## About the service

Farmhouse Nursery is situated near the village of West Linton. It is registered to provide care to a maximum of 30 children aged from birth to those not yet attending primary school. Within this number the service may care for up to seven primary school aged children.

Included in the services aims and objectives is to:

- 'We aim to make a difference in the lives of children, families and the communities where we live. Provide an environment where each child can safely explore, develop curiosity, investigate, create and imagine while engaging with nature, the seasons and the elements.'

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.

We check services are meeting the principles of Getting It Right For Every Child (also known as GIRFEC). Set up by Scottish Government, GIRFEC is a national approach to working in a consistent way with all children and young people. It is underpinned by the principles of prevention and early intervention. The approach helps services focus on what makes a positive difference for children and young people – and what they can do to improve. Getting It Right For Every Child is being woven into all policy, practice, strategy and legislation that affect children, young people and their families.

There are eight wellbeing indicators at the heart of Getting It Right For Every Child. They are: safe; healthy; achieving; nurtured; active; respected; responsible; and included. They are often referred to as the SHANARRI indicators. We use these indicators at inspection, to assess how services are making a positive difference for children.

## What people told us

We saw that most children were happy in the nursery. Some confidentially approached staff when they needed assistance.

## Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We asked about the services own improvement plan and quality assurance paperwork.

## 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

Children and parents were made welcome into the service. Parents views were also respected and valued through formal questionnaires which allowed them to provide feedback about the service.

Staff were familiar with the children's basic care needs, preferences and personalities. Personal plans were in place providing some information about children's needs. However, these were not updated to reflect children's potential changing needs. This meant all staff did not have access to up to date information to support them in meeting children's needs.

We saw there were some children who required additional support particularly in relation to self-regulation and the promotion of positive behaviour. We concluded that staff had limited knowledge of the strategies required to support and nurture children with these areas of development/wellbeing. Personal plans contained limited information therefore, opportunities to offer support and guidance were missed. Clear strategies of support should be included and evaluated to reflect impact or progress made. These plans should be discussed with parents and any other outside agencies to ensure that children experience consistent care and support. We have asked the service to update and review the personal plans. The lack of understanding within the staff team and incomplete personal plans meant at times some children were not sensitively included, respected or nurtured whilst at nursery.

This recommendation was made during the last inspection it is not met and carried into this report.  
(See recommendation 1)

On the whole staff provided comfort and reassurance when children were upset. However, on occasions staff did not provide some children with the required support and comfort within appropriate timescales. Some staff found it difficult to manage children who displayed more challenging behaviour. They did not give an appropriate explanation to children who displayed this type of behaviour. This meant children sometimes did not understand what was being asked of them.

We have asked the manager to ensure that children are provided with the appropriate care and support. She agreed to discuss with staff appropriate measures to make sure children would feel safe and secure.

Staff should update their knowledge and skills around child development. This should include restorative approaches to behaviour management, children's schematic play, developing good quality play opportunities and observation writing. This is to ensure staff have the knowledge and skills to sensitively support and promote children's wellbeing.

(See recommendation 1 in quality theme: Staffing)

Some observations in children's online journals were not always meaningful and at times next steps did not focus on children's stages of development or the specific learning. Whilst some observations were linked to what children were learning, staff should continue to develop all observations to ensure this is the case for all children. Recording detailed and focussed observations will help staff to effectively track children's learning and identify clearer next steps for every child.

(See recommendation 2)

Planned activities were not sufficiently focussed on supporting children to progress and achieve their potential. We asked the service to consider how they could make their planning more outcome focused so that children's learning had more depth and offered appropriate challenge.

Staff should also develop a consultative approach to planning to enable all children to develop their ideas and suggestions. This would ensure their views were valued and respected.

A teacher provided by the local authority was supporting the service. The service should ensure they work on any action identified. This would improve outcomes for the children. We will follow this up at the next inspection.

The service aims to promote a home from home environment especially during meal times. However, we saw that staff were disorganised and this led to and poor outcomes for children. Staff sat with the older children to encourage them to eat. However, the children in high chairs were not provided with enough support during this time. Staff did not deliberately ignore the needs of the children but they were unaware when they needed extra help or guidance.

We highlighted some infection control issues regarding staff and the preparation and serving of food. The manager agreed to ensure staff follow best practice in regards to infection control. She also agreed to review the lunchtime routine to ensure that staff are organized and understand their roles and responsibilities for the day. This will help them to be more responsive and ready to meet the needs of all children. are organised and understand their roles and responsibilities for the day.  
This area for improvement will be followed up at the next inspection.

In order to ensure children's wellbeing and development is effectively promoted the manager should focus on developing an effective monitoring system for the service. This would allow the service to consider what they could do better to support all children.

(See recommendation 2 in quality theme: Staffing)

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 2

1. Personal plans should be completed for each children. Clear strategies of support should be included and evaluated to reflect impact or progress made and this would ensure the continuity of care and support for all children.

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

Standard 3-Health and wellbeing.

Standard 5 - Quality of experience

2. Observations should record the child's voice, the learning taking place and resulting next steps. This will assist staff when planning learning experiences and considering next steps which support children to meet their full potential.

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

Standard 4 - Engaging with children

Standard 5 - Quality of experience

**Grade:** 3 - adequate

## Quality of environment

## Findings from the inspection

The nursery is warm and bright for the children attending. Children's artwork is displayed meaning they can share this with their peers and parents. This helps promote self-confidence and the feeling of being valued by others.

The nursery has a large, well-developed outdoor area which is a key strength of the service. However, the children did not access the outdoor area at all during the inspection. To promote children's physical health and wellbeing the service should ensure that children have daily access to the outdoor area.

During the inspection children played in the "construction room" for the majority of the day. Children had limited opportunities to develop their creativity and imagination. They did not have access to arts, role play, music area or stories. Children had some access to the sand and drawing table before snack. However, the children required further access to experiences and resources which would promote literacy, numeracy and health and wellbeing. Furthermore, we saw the environment and activities offered did not provide sufficient challenge or depth for children's learning needs. This had been a recommendation made during the previous inspection. It is not met and carried forward into this report.

We observed some schematic play from the children (schemas are described as patterns of repeated behaviour which allow children to explore and express developing ideas and thoughts through their play and exploration). One child was lining cars up and wanted to carry on with his exploring and investigating. However, staff did not have the knowledge or experience to develop this type of play.

The service should review how children access all areas of the nursery. Children should have access to a range of good quality resources that allow them to explore, be creative and express themselves. Attention should be paid to providing more "loose parts" materials within the rooms that would allow children's imagination and creativity to be developed.

This would support children to achieve, be motivated and engage in the learning environment. Children would benefit from the development of more cosy spaces within both rooms. Creating these would offer them spaces to relax throughout the day, either alone or with their peers.  
(See recommendation 1)

We observed staff interacting with some children. However, children would benefit from staff engaging more actively with them as individuals, promoting their learning through high quality interactions and discussions.  
(See recommendation 2)

The recommendation surrounding appropriate heating within the nursery had been met. The manager had purchased additional heaters and staff monitored the temperature within the rooms.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 2

1. Staff should develop the environment and enhance play experiences for children. This should include nurturing and homely areas within all rooms.

Resources on offer should develop children's knowledge, understanding and enhance their play.  
Staff and management should use best practice guidance to develop these areas of the environment.  
National Care Standards for Early Education and Childcare up to the age of 16:  
Standard 5 - Quality of experience.

2. The provider and manager should ensure all staff understands the importance of high quality interactions and actively engages with children in a way which supports individual development, respect and confidence in the nursery.

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 nursery had undergone some staff changes since the last inspection. The manager told us that she was in the process of recruiting staff.

During the inspection we spoke with one newly recruited staff member. They were currently going through the nursery's induction process. This ensured they were familiar with their role and responsibilities within the nursery.

The manager told us that she had recruited another staff member. We could see that safer recruitment procedures were followed in line with best practice meaning children were safe guarded. Therefore the requirement made during a complaint investigation had been met.

The one qualified staff member and manager, were registered with the Scottish Social Services Council (SSSC). The SSSC is responsible for registering people who work in social services and regulating their education and training. The newly recruited staff member was aware that they needed to be registered within 6 months of starting their employment. The manager should ensure that as part of the induction programme staff register within the correct time frame.

One staff member had completed a qualification in childcare (SVQ 3) since the last inspection. The manager had just started a BA in childhood practice, she has been granted an extension to her SSSC condition to attain a suitable qualification. However, outwith these professional qualifications staff had undertaken limited professional development since the last inspection. There were gaps in training particularly in relation to understanding play, best practice and child development. Throughout this inspection we observed that children's experiences and outcomes were limited. This was due to the staff teams limited understanding and knowledge about how to develop play experiences and enhance resources to support play.

Staff were unaware of current best practice within early education and childcare. This was having an impact on the outcomes experienced by the children as they did not have the skills, confidence and knowledge required to effectively support children. Staff should assess the impact of training on the quality of the service.

We spoke with the manager about addressing the training needs of staff and have made a recommendation about this.

(See recommendation 1)

The recommendation surrounding the development of shared leadership skills within the staff team has not been met. We acknowledge the changes to the staff team and they need time to establish as a team. However, all staff should take on the responsibility for improving their own professional development which would enhance children's experiences.  
(See Recommendation 2)

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 2

1. Staff should update their professional knowledge and understanding in relation to their role and use this to develop their practice. This would promote more positive outcomes for children.

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

Standard 12 - Confidence in staff

2. To drive improvement in practice and enhance children's experiences staff should be given the opportunity to develop shared leadership throughout the staff team.

National Care Standard for Early Education and Childcare up to the age of 16:

Standard 14 - Well-managed service.

**Grade:** 3 - adequate

## Quality of management and leadership

### Findings from the inspection

The manager had made little progress in meeting the recommendation surrounding quality assurance. During our inspection we saw that the outcomes for children were limited. Therefore the areas for concerns are still ongoing and reflect the significant need for improved management and leadership within the nursery.

An improvement plan was in place for the local authority. The manager told us that staff were encouraged to evaluate the priorities and take improvements forward into the nursery. However, this was difficult to evidence due to the changes in the staff team and minutes from team meetings were unavailable.

We have asked the manager to develop a robust and effective quality assurance system. It should influence improvements across the service and monitor the impact on the overall ethos and outcomes experienced by children.

(See Recommendation 1)

The manager told us she had progressed with the monitoring of staff practice. We saw written evidence of this in one staff file. However, the impact of the monitoring activities was not always clear and there were many areas of practice that still needed improved.

Outcomes for children could be enhanced if the manager focussed on formally monitoring and addressing staff interactions, the use of the environment and considering the quality of the experiences provided to children. (See Recommendation 2)

Noticeboards throughout the nursery had useful information for parents that helped them to learn more about the experiences their children had at nursery. This contributed to parents being welcomed and included into the service.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 2

1. Quality assurance systems need to be further developed to have an effective impact on children's experiences. Best practice documents should be taken into account when monitoring all areas of the service.

National Care Standards, early education and childcare up to the age of 16.

Standard 13 - Improving the service.

Standard 14 - A well-managed service

2. The manager should introduce an effective system to monitor interactions between staff and children. This will support staff to be more consistent and effective in their interactions with children

National Care Standards Early Education and Childcare up to the age of 16:

Standard 12 - Confidence in Staff

**Grade:** 3 - adequate

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

## Previous requirements

There are no outstanding requirements.



## 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 personal plans are used more effectively. They should include strategies and next steps for each child in accordance with their individual needs.

National care standards for early education and childcare up to the age of 16:

Standard 3: Health and wellbeing

Standard 13: improving the service

Standard 14: well-managed service.

**This recommendation was made on 15 May 2017.**

#### Action taken on previous recommendation

Staff were not using personal plans effectively. They did not contain up to date information or strategies to support the children.

This recommendation is not met.

#### Recommendation 2

To ensure rich experiences for children's learning and development, consideration should be given to improving the depth of challenge provided by resources and activities.

National Care Standards Early Education and Childcare up to the age of 16:

Standard 5 - Quality of experience

**This recommendation was made on 15 May 2017.**

#### Action taken on previous recommendation

Children did not experience a rich or challenging environment. Resources were lacking in purpose and did not offer children appropriate challenge or depth to their learning.

This recommendation is not met.

#### Recommendation 3

To ensure the comfort and safety of the children the service should ensure the nursery is heated to an appropriate temperature.

National Care Standards Early Education and Childcare up to the age of 16:

Standard 2 - A safe environment

Standard 3 - Health and wellbeing

**This recommendation was made on 15 May 2017.**

#### Action taken on previous recommendation

The nursery was warm on the day of the inspection. Additional heaters had been purchased and the staff monitored the temperature throughout the day.

This recommendation is met.

## Recommendation 4

To improve outcomes for children the service should continue to implement an effective quality assurance system.

This should include:

- a concise monitoring calendar, linked to routine monitoring and service priorities
- use of 'How good is our early learning and childcare?' to evaluate the service against national standards (<https://education.gov.scot/improvement/Pages/frwk1hgioearlyyears.aspx>)
- use of various observation types to monitor practice
- delegated monitoring tasks to engage staff in monitoring and evaluation

National care standards for early education and childcare up to the age of 16

Standard 13: Improving the service

Standard 14: Well-managed service.

**This recommendation was made on 15 May 2017.**

### Action taken on previous recommendation

The outcomes for children were limited. This was through a range of things. Staff interactions did not offer challenge to the children. Resources and activities were not offering appropriate depth to their learning. Learning journeys, planning and observations were all basic and did not offer appropriate next steps to challenge children's learning or next steps.

Personal plans were not up to date and did not offer appropriate strategies to support the children who required it.

Staff training was limited and best practice documents were not being used.

This recommendation is not met.

## Recommendation 5

To drive improvement in practice and enhance children's experiences staff should be given the opportunity to develop shared leadership throughout the staff team.

National Care Standard for Early Education and Childcare up to the age of 16:

Standard 14 - Well-managed service.

**This recommendation was made on 15 May 2017.**

### Action taken on previous recommendation

Staff had not been given the opportunities to develop shared leadership.

This recommendation is not met.

## Recommendation 6

To improve the outcomes experienced by the children senior staff should ensure they are managing the service appropriately.

National Care Standard for Early Education and Childcare up to the age of 16:

Standard 3 - Health and wellbeing

Standard 14 - Well-managed service.

This recommendation was made on 15 May 2017.

#### Action taken on previous recommendation

Due to staff changes - no senior staff were employed. The manager took on all day to day running of the nursery.

This recommendation is met.

## Complaints

Please see Care Inspectorate website ([www.careinspectorate.com](http://www.careinspectorate.com)) for details of complaints about the service which have been upheld.

## Enforcement

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

## Inspection and grading history

Date	Type	Gradings
24 Mar 2017	Unannounced	Care and support 4 - Good Environment 3 - Adequate Staffing 4 - Good Management and leadership 3 - Adequate
31 Mar 2016	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 3 - Adequate Management and leadership 3 - Adequate
16 Feb 2015	Announced	Care and support 2 - Weak Environment 2 - Weak Staffing 3 - Adequate Management and leadership 2 - Weak
16 Jul 2013	Unannounced	Care and support 5 - Very good Environment 5 - Very good Staffing 5 - Very good

Date	Type	Gradings	
		Management and leadership	5 - Very good
28 Aug 2012	Unannounced	Care and support	4 - Good
		Environment	5 - Very good
		Staffing	2 - Weak
		Management and leadership	4 - Good
13 Apr 2011	Unannounced	Care and support	4 - Good
		Environment	5 - Very good
		Staffing	4 - Good
		Management and leadership	4 - Good

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