

Broomhill School Nursery Day Care of Children

Broomhill Primary School
Gray Street
Aberdeen
AB10 6JF

Telephone: 01224 315487

Type of inspection:

Unannounced

Completed on:

22 May 2018

Service provided by:

Aberdeen City Council

Service provider number:

SP2003000349

Service no:

CS2003014413

About the service

Broomhill School Nursery has been operating since 2004 and has been registered with the Care Inspectorate since it was formed in 2011. The service is provided by Aberdeen City Council. It provides a day care of children service to a maximum of 40 children at any one time between the ages of three years to those not yet attending primary school. Three members of staff must be in place within the nursery room in the main school building. The service operates Monday to Friday during school term time.

The service operates from two separate areas within the primary school. A modular building attached to the school is referred to as nursery 1 and a classroom within the main school building is referred to as nursery 2. Throughout this report we will refer to these rooms when describing children's experiences.

The aims of the service included:

- encourage the development of happy and healthy children who are confident, responsible and caring towards each other and the environment
- foster an ethos of achievement in a safe, stimulating and interesting environment.

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

We observed the children and saw that children were happy in their play and had opportunities to develop friendships. Children enjoyed playing outdoors when available and were happy to approach staff for support and play. We talked to a number of children about their experiences some comments included:

"I am going outside."

"I like to play with water but I can't today I got soaked."

"I am going to paint the tyre."

"We are washing the windows."

"We had snack with the big boys and girls. We had big chairs to sit on."

"I was drawing a picture for my little sister as she was sick this morning. I like playing outside."

"I liked being picked by my childminder, because we make things there."

Twelve parents returned completed Care Standards Questionnaires to us before the inspection. We also spoke with seven parents as they dropped off and collected their children. Most told us that they were happy with the service, having confidence in staff and agreeing that their child enjoys their time at nursery. Some parents raised concerns surrounding the nursery being "a bit dated" and in need of an upgrade. Others spoke about how they would appreciate more information on how their children "gets on" in terms on learning and

development. We looked at these aspects 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. 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	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 were warmly welcomed into the nursery. Staff were responsive to children's mood and engaged in conversations as they arrived. This allowed staff to provide care for children that was personal to them on the day and supported children to feel respected.

Staff demonstrated appropriate knowledge and awareness of how to keep children safe and protected following the correct child protection guidance and procedures. This created a safe and secure environment for children to learn and develop.

Children enjoyed a pleasant, social experience at snack time. They were involved in preparing fruit choices and developed independent skills in self service. Snack menus promoted healthy choices and children were included in choosing these.

Some staff were not knowledgeable surrounding children's allergies, symptoms and protocols. This did not support children to be safe and healthy. The service had developed their use of care plans following the last inspection; however these were not always up to date and, at times, did not have strategies in place on how staff would support the child. Staff had not identified some children who had support needs as a result planned support was not in place. This meant that some children were not supported to reach their full potential. **(See recommendation 1.)**

Children enjoyed a range of experiences that, at times developed their interests however this was not always consistent. Observations and assessments were not individualised enough. There was limited reflection on individual learning or what children could learn next. As a result there was not enough challenge and children were not fully engaged in their learning. This meant that children were not supported to reach their full potential. **(See recommendation 2.)**

Children getting ready to go to school were being helped to get to know routines through experiences such as

snack in the dining hall and spending time with older children. As a result children were becoming increasingly independent around the school environment. These experiences however were varied between the two nursery rooms. Children would benefit from a joint, whole class approach to the activities scheduled.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. To achieve the best possible outcomes for children, the head teacher and staff must ensure that:

- protocols and strategies concerning individual child health needs are in place and that all staff act on these
- additional support required for individual children is identified with support plans in place
- effective systems to review, monitor and track children's needs are in place.

This ensures that high quality care is consistent with the Health and Social care Standards which state that my personal plan is right for me because it sets out how my needs will be met, as well as my wishes and choices. (HSCS) 1.15 and I am supported to achieve my potential in education and employment if this is right for me (HSCS 1.27)

2. To ensure that children are challenged in their learning and make as much progress as they can the head teacher and staff should improve approaches to observations, assessment and planning.

This ensures that high quality care and support is consistent with the Health and Social Care Standards which states that I am supported to achieve my potential in education. (HSCS1.27)

Grade: 3 - adequate

Quality of environment

Findings from the inspection

The nursery was accommodated within two areas within the primary school. We found each to be very different in terms of the accommodation, resources and experiences. The layout and way in which rooms worked together did not support all children to receive the same learning opportunities. This meant that children did not get the same overall experience in their time at nursery. **(See recommendation 1.)**

Nursery 1 was accommodated in a modular building which had been added on to the school some years ago. The building, flooring and furnishings were tired and poorly maintained. Toilet facilities were in poor condition and not clean. The facilities for changing nappies were tired and dirty and did not meet recommended guidance. Play areas were poorly equipped with resources to support children's play and learning. This meant children did not experience a positive, welcoming or engaging environment. **(See recommendation 1.)**

The layout of nursery 1 meant children played unsupervised in the cloakroom and were not engaged in learning through play. Children were not appropriately supervised when accessing the toilets. This meant they were not

learning to respect each other's privacy or to wash their hands well to prevent the spread of infection. **(See recommendation 1.)**

Nursery 1 children had direct access to a small outdoor area which was used well. This provided children with the choice to play outdoors. During our visit children enjoyed experimenting with water play. The garden was in the process of being developed further using funding raised by the Parent Teacher Association. This was planned to build on the loose parts and natural play materials already available.

Nursery 2 was accommodated within a classroom within the main school. As a result it was isolated from nursery 1 and had no direct access to outdoor play space. Children visited the school nature garden for fresh air and energetic play. However staff did not make full use of the available resources to plan, support or encourage children to engage in meaningful outdoor learning. **(See recommendation 2.)**

Overall nursery 2 was better equipped to provide children with resources that promoted engagement in learning. Children played imaginatively using the role play to prepare food for their restaurant, however staff could have supported this better to further extend children's learning in numeracy. Some areas, for example, sand and water play were not set up ready for children to use. This meant that children could not access a full range of areas of play and exploration.

Children from nursery experienced regular outings to the local 'woodies' area. This supported children to explore an open natural area within the local community.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. To ensure that children across the nursery have a high quality environment which enables rich learning opportunities the provider and head teacher should:

- review and improve the décor and repair of nursery accommodation
- review and improve the use of the accommodation to ensure all children receive the same high quality experiences
- ensure that the toilet facilities are clean and hygienic and safe infection prevention and control procedures are in place
- ensure that children's privacy and dignity are respected.

This ensures that the quality of the environment is consistent with the following Health and Social Care Standards, which state that as a child I experience an environment that is well looked after with clean, tidy and well maintained premises, furnishings and equipment. (HSCS 5.22) and I can use an appropriate mix of private and communal area, including accessible outdoor space, because the premises have been designed or adapted for high quality care and support (HSCS 5.1)

Further guidance can be found at :

<http://hub.careinspectorate.com/media/745591/nappy-changing-guidance-for-early-years-and-childcare-services-june-2018.pdf>

<http://hub.careinspectorate.com/media/549001/space-to-grow.pdf>

2. In order to ensure children's health, wellbeing and learning is supported the head teacher and staff should plan and facilitate rich daily outdoor play experiences for all children that promote learning and development.

This ensures that the quality of the environment is consistent with the following Health and Social Care Standards, which state that as a child I play outdoors every day and regularly explore a natural environment. (HSCS 1.32)

Supporting guidance can be found at; <http://hub.careinspectorate.com/media/279348/my-world-outdoors-sharing-good-practice-in-how-early-years-services-can-provide-play-and-learning-wholly-or-partially-outdoors.pdf>

Grade: 3 – adequate

Quality of staffing

Findings from the inspection

Overall, children experienced care from consistent staff in each room. Staff cared about children and communicated well with families. This contributed to trusting and supportive relationships.

Due to staff absence and a lack of available relief staff we found that the service was not meeting a condition of registration with the Care Inspectorate for three staff to work within nursery 2. Because of the location of the classroom, the additional member of staff was needed to support children to access the facilities and outdoor play. The provider must take steps to ensure that this condition is complied with. **(See requirement 1.)**

All staff were appropriately registered with the Scottish Social Services Council and aware of their responsibilities surrounding this. Registration helps to protect children's safety because they are cared for by staff who are suitable and trained.

Staff had participated in core training as well as a variety of other courses including outdoor literacy and quality interaction. Staff had evaluated these as having made a difference to practice however we did not observe this to be the case. Staff interaction skills to support progress in learning and teaching was limited. Staff would benefit from sharing learning within the team and planning how practice can then be improved.

Core staff showed a level of commitment to developing the service. During our visit staff took on board feedback from our informal discussions and acted quickly to make small improvements where they could.

Across the two nursery classes staff were not working as a team to ensure children received consistent experiences and high standards of care and learning. Overall staff were not taking responsibility for quality assurance and continuous improvement. Staff should take more account of best practice and guidance to raise the quality of education for children. **(See recommendation 1.)**

Requirements

Number of requirements: 1

1. To ensure that children receive the right support to access facilities and outdoor play the provider must maintain the staffing levels within the nursery room in the main school building as set out in their conditions of registration by 21 August 2018.

This is in order to ensure that care and support is consistent with the Health and Social Care Standards which states that my needs are met by the right number of people (3.15)

It also complies with Regulation 15 (a) of the Social Care and Social Work Improvement Scotland Regulations 2011

Recommendations

Number of recommendations: 1

1. In order to ensure children experience high levels of care and learning staff should develop their knowledge of best practice and use this to improve on their practice.

This ensures care and support is consistent with the Health and Social Care Standards, which state that as a child me care and support is consistent and stable because people work together (HSCS 3.19)

Grade: 3 - adequate

Quality of management and leadership

Findings from the inspection

The head teacher has recently taken up post within the school. Together with senior staff they have a sound overview of the strengths and the areas that need developed within the nursery and are committed to taking forward improvements.

However due to teaching pressures the management team has been unavailable to assure the quality and support improvement within the nursery. Whilst some improvements have been made, in order to ensure children receive the right care and support to achieve, these need to continue at a faster pace. **(See recommendation 1.)**

Parents have opportunities to be involved and receive up-to-date information about the service including taking part in the school parent council, access to regularly updated blogs on the school website, parent feedback questionnaires and parent teacher meetings. The head teacher discussed how a 'you said we did' approach to feedback and improvement planning was in the early stages of implementation and plans to develop this further.

Staff have been supported to visit other nursery services in the area. This has provided staff with the opportunity to evaluate and reflect on their practice. Staff explained approaches to care and learning that they feel would be beneficial to incorporate into their own practice such as a question of the month, however we observed little changes to reflect this. We would expect staff to be supported to take these further and develop a sense of ownership surrounding areas of improvements.

Self evaluation of the service using national practice guidance was in the early stages. Recent staff meetings, led by senior staff, had had a focus on self evaluation and staff recently took part in an evaluative exercise. At the time of our feedback this had yet to be collated and the actions put into place. Evaluation does not run as a thread through the nurseries' work. In order to ensure continuous improvement to meet the changing needs of children the staff as a whole need to embed this into practice. **(See recommendation 2.)**

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. To ensure children receive a high quality service and are supported well to achieve the provider should ensure that senior staff have allocated time to carry out formal monitoring, development and support of the nursery.

This ensures children receive the right care and support consistent with the Health and Social Care Standards, which state that as a child I use a service and organisation that are well led and managed (HSCS 4.23)

2. In order to ensure children receive the right support to meet their care and learning needs and support them to reach their potential the head teacher and staff should develop and implement robust quality assurance systems.

This ensures care and support is consistent with the Health and Social Care Standards, which state that as a child I benefit from a culture of continuous improvement, with the organisation having a robust and transparent quality assurance processes (HSCS 4.19)

Grade: 3 - adequate

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

Previous requirements

Requirement 1

By the 31 March 2018, the provider must ensure the provisions are put in place to ensure they identify and support children with additional support needs. To achieve this the provider must:

- review current procedures for supporting children's additional support needs- where improvements are identified in the procedure they must be implemented- have a system to monitor and track to ensure child's needs are met.

If procedures for working with children with additional needs are effective, children with additional support needs should be met.

This is order to comply with Regulation 4 (1) (a) of The Social Care and Social Working Improvement Scotland (requirements for Care Services) Regulations 2011 (SSI 2011/210)

This requirement was made on 19 September 2017.

Action taken on previous requirement

Procedures had been reviewed and improved however as detailed in this report some children with additional support needs did not have an effective support plan in place to ensure their needs were met.

Not met

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

Previous recommendations

Recommendation 1

Staff should write and put in place plans to support children's needs and interests. To achieve this staff need to consult and consider children's, parents' /carers' and other professionals' views on the children's needs and interests. To achieve this there needs to be:

- a personal plan in place for each children showing how the service plans to support children's health, welfare and safety needs
- regular reviews to monitor and track children progress
- regular reviews to update plans when needed.

National Care Standards for Early Education and Childcare up to the age of 16 – Standard 6: Support and Development

This recommendation was made on 19 September 2017.

Action taken on previous recommendation

The service had reviewed and updated systems for recoding care plan information. These were reviewed and updated appropriately. However as identified in this report not all children had additional support needs identified with a care plan in place.

Recommendation 2

Records should be completed for accidents/incidents which occur during service operation. This is to ensure those required to be informed of details and outcome of incident/accident and that the service holds information which can be audited.

National Care Standards for Early Education and Childcare up to the age of 16 - Standard 3: Health and Wellbeing and Standard 14: Well-managed Service

This recommendation was made on 19 September 2017.

Action taken on previous recommendation

Information recorded were completed for accidents/incident which occur during service operation.

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 Sep 2017	Unannounced	Care and support 3 - Adequate Environment 4 - Good Staffing Not assessed Management and leadership Not assessed
19 Jun 2014	Unannounced	Care and support 5 - Very good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
25 Oct 2011	Unannounced	Care and support 4 - Good Environment Not assessed Staffing 4 - Good Management and leadership Not assessed
29 Jan 2010	Unannounced	Care and support 5 - Very good Environment 5 - Very good

Date	Type	Gradings
		Staffing 5 - Very good
		Management and leadership 5 - Very good

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