

## Kinellar Stars Day Care of Children

c/o Kinellar Community Hall  
Fintray Road  
Blackburn  
Aberdeen  
AB21 0JQ

Telephone: 01224 790861

**Type of inspection:**

Unannounced

**Completed on:**

31 May 2018

**Service provided by:**

Kinellar 2's Group and Playgroup an  
Association

**Service provider number:**

SP2003000508

**Service no:**

CS2003002644

## About the service

Kinellar Stars, 2's group and playgroup, registered with the Care Inspectorate on 1 April 2011. This day care of children service operates from Kinellar Community Hall in the village of Blackburn, in rural Aberdeenshire.

At any one time, the service is registered to provide a care service to a maximum of 48 children aged from 2 years to those not yet attending primary school, of whom no more than 16 may be under the age of 3 years.

The group's current aims include:

- Through the Pre-birth to Three Framework and the Curriculum for Excellence we aim to provide an environment to enable children to become successful learners, confident individuals, responsible citizens and effective contributors.
- We are committed to promoting a positive approach to healthy eating, physical exercise and good hygiene practice.
- Arrange appropriate professional development and training for all staff employed by the group that meets the Scottish Social Services Council (SSSC) registration requirements.

We check services are meeting the principles of Getting it right for every child (also known as GIRFEC). This is 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 GIRFEC. They are: safe, healthy, achieving, nurtured, active, respected, responsible and included. They are often referred to as the SHANARRI wellbeing indicators.

## What people told us

During the two days of inspection there were children from two years to almost five years old using the service. The children were happy and comfortable in the playroom and when outside and in their interactions with the staff.

Staff provided a good range of resources from which the children could choose and swapped and added to the available choices in response to requests from the children. Staff were kind and nurturing towards the children and welcoming to families.

Ten parents returned Care Standards Questionnaires (CSQs). We had the opportunity to speak with a further five parents during our inspection. Parents felt that there was good communication from staff regarding what was going on in the group.

Parent comment included:

- "'Staff made my child very welcome".
- "Staff are friendly, warm and make everyone feel welcome. My child loves coming to the group".
- "This is a fantastic group for 2's, however, I don't think it works so well for 3/4 years as the 2's are more demanding".

- "Very nurturing staff who take time to get to know each child".

## Self assessment

The service had not been asked to complete a self-assessment in advance of the inspection. We looked at the service's 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	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	4 - Good

## Quality of care and support

### Findings from the inspection

The playgroup staff were warm and welcoming towards the children and their families, they chatted with children and their parents as they arrived at playgroup and staff settled children to activities whilst some parents stayed with their child to play for a short time. Parents and children were comfortable in the service and with the staff.

As recommended at the last inspection, the manager and staff had reviewed children's care plans and improvements had been made to the quality of the recorded information. We discussed with the manager ways in which the recording of relevant information could be further progressed in order to ensure staff effectively met children's changing care and support needs. We discussed that each file to be reviewed with parents at least every six months. We will review this at the next inspection.

As recommended at the last inspection, children's 'Learning Journey' folders had been reviewed and staff had begun to implement some changes to the recording of children's observations. The folders were regularly shared with parents and parent comment was encouraged. This improvement work was in the early stages and staff were aiming to have embedded the identified improvements by the start of the August term. We discussed with the manager that the recording of effective observations and appropriate assessment was essential to determining effective next steps in learning for individual children. This will be reviewed at the next inspection.

Staff were engaged with children and appropriately supported children to complete tasks and express their ideas and opinions. Staff supported children to help with snack preparation and be as independent as possible when serving their own snack. This promoted the development of children's self-help skills, confidence and self-esteem.

Staff demonstrated that they understood the differing choices and support needs of the younger and older children and planned the activities and pace of the morning to meet those varied needs. This supported children to spend time with their peers and also benefit from interaction with all of the children in the group.

## Requirements

Number of requirements: 0

## Recommendations

Number of recommendations: 0

Grade: 3 - adequate

## Quality of environment

### Findings from the inspection

The service was provided from Kinellar Community Hall in the village of Blackburn, rural Aberdeenshire.

The group had the use of a large games hall and some smaller rooms when required. They also had access to a secure, grassed outdoor area with a good selection of outdoor resources which were suitable for a range of abilities.

Staff supported children to take part in physical activity during each session and if they were unable to go outside due to really poor weather they were able to run around and play physically active games in one half of the large games hall. This promoted the children's health and wellbeing. Children were outdoors regularly and also explored the local environment which included woodland walks.

The other half of the hall was set up with indoor resources and this was the area in which the children usually began each session. Staff had recently reviewed this indoor learning area and had introduced some storage units which promoted children's choice from an increased range of readily available resources. This motivated children and supported their independence and further extension of children's play. The manager and staff had identified in the service improvement plan that the individual play areas could be further improved to support children's learning and this development was therefore ongoing.

Staff were aware of and proactive in their approach to potential hazards. Staff cared for children in an environment which was safe but not overly protective. Staff supported children to assess and manage risk in accordance with each child's level of development. This promoted children's independence and decision making skills.

Children and staff undertook appropriate infection control procedures in relation to toileting and snack preparation. Staff supported children to help prepare and serve snack and then tidy up their cups, plates and utensils. Snack was a social occasion during which staff encouraged the children to try new foods and supported conversation. This promoted children's physical and social skills.

## Requirements

Number of requirements: 0

## Recommendations

Number of recommendations: 0

Grade: 4 – good

## Quality of staffing

### Findings from the inspection

Staff were effectively deployed within the service with enough staff to meet the needs of the children. Children and parents were welcomed by staff when they arrived at playgroup and staff ensured that children left the service with an appropriate adult. This promoted the safety of the children.

Staff worked well together, were respectful of each other, the children and families. Most parents found staff communicated well with them and kept them informed about their child's learning and development.

Children and families were comfortable and relaxed with staff and staff were fully engaged with children during the session. Staff respected and encouraged children's opinions and supported children to make decisions and complete activities. Children's achievements were recognised and celebrated.

Staff had a good awareness of risk/benefit and encouraged the children to assess and manage risk during their play. Staff ensured the safety of children without being overly protective which supported children's decision making skills.

The staff had been employed in the service from between 18 months and four years and had been safely recruited. We discussed safer recruitment practices with the manager and member of the committee and agreed that it would be beneficial for the service to access best practice guidance, 'Safer Recruitment for Better Recruitment' available at, [http://hub.careinspectorate.com/media/428646/safer-recruitment\\_final.pdf](http://hub.careinspectorate.com/media/428646/safer-recruitment_final.pdf)

We discussed with the manager and staff the importance of timely registration with the Scottish Social Services Council, the professional body with which childcare professionals require to be registered within six months of starting in a service. Current staff were all appropriately registered.

All current permanent staff had undertaken most core training, that is first aid, food hygiene, child protection and infection control. Best practice guidance recommends that this training be undertaken at least every three years and staff demonstrated appropriate knowledge and practise within these areas.

We discussed the importance of all staff ensuring core skills remained up to date and that all staff undertook relevant, additional training and development on a regular basis. This is in order that staff maintain comprehensive knowledge and practise in order to fully promote the care and support needs of children and provide improving outcomes.

The manager and staff had found the support from the local council principal teacher and the Early Years Scotland support worker very helpful.

## Requirements

Number of requirements: 0

## Recommendations

Number of recommendations: 0

Grade: 4 - good

## Quality of management and leadership

### Findings from the inspection

The service is run by a parent committee which had been supporting the manager and staff to manage the changes and the implementation of improvement within the service.

The team had been working hard to improve the service and had effectively implemented four of the six recommendations from the previous inspection. Two of the recommendations in relation to 'Learning Journeys' and individual care plans had been partially met (please refer to Care and Support). Staff continued to work with the local authority principal teacher to effectively improve these records.

We discussed that staff must now refine and agree systems, for example effective planning which is consistently responsive to children's individual support needs. Staff to ensure that agreed improvements are successfully implemented and supported improved outcomes for children.

Staff were working closely with an Aberdeenshire council principal teacher and Early Years Scotland (EYS) support worker to ascertain ways in which to best deliver identified improvements.

Together with the principal teacher, the manager and staff had agreed key priorities for improvement for the 2017/18 sessions. These included:

- Introducing regular staff supervision - staff and the manager had recently undertaken review and supervision. The records indicated discussion areas and actions arising from this discussion. We discussed that this format would benefit from a more in depth record of why training would be valuable and how this would influence best practice in the workplace and improved outcomes for children.
- Care plans and profiling/reporting (Learning Journeys) had been reviewed and some improvement made to the format. This improvement is ongoing and once the staff has a format which best suits the service this to be implemented consistently and promote improved outcomes for children.

Parents felt included in the life of the service and participated in fund raising and outings and attended committee meetings should they wish. Most parents felt that staff kept them informed about what was going on in the service. However, some parents would like more information in relation to their child's individual development whilst acknowledging that this was something that staff were working on at the moment.

Reference documents discussed, (this is not an exhaustive list):

The new Health and Social Care Standards -

<http://www.gov.scot/Resource/0052/00520693.pdf>

Care Inspectorate & Social Services Council - Safer Recruitment Through Better Recruitment, November 2016.

<http://hub.careinspectorate.com/search/?s=saferecruitment&type=0&view=0&ord=0>

Education Scotland - How good is our early learning and childcare? February 2016.

[https://education.gov.scot/improvement/Documents/Frameworks\\_SelfEvaluation/FRWK1\\_NIHeditSelf-evaluationHGIFLC/HGIOELC020316Revised.pdf](https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK1_NIHeditSelf-evaluationHGIFLC/HGIOELC020316Revised.pdf)

Learning and Teaching Scotland:

Pre-birth to Three - Positive Outcomes for Scotland's Children and Families.

[http://www.educationscotland.gov.uk/Images/PreBirthToThreeBooklet\\_tcm4-633448.pdf](http://www.educationscotland.gov.uk/Images/PreBirthToThreeBooklet_tcm4-633448.pdf)

Health Protection Scotland. (2015). Infection Prevention and Control in Day Childcare Settings. Available online:

<http://www.documents.hps.scot.nhs.uk/hai/infectioncontrol/guidelines/infectionprevention-control-childcare-2015-v2.pdf>

## 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

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

The manager and staff should continue to work on the care plans making sure they detailed the needs of the children. These should be reviewed every six months or sooner should this be needed.

**National Care Standards Early Education and Childcare up to the age of 16.  
Standard 3: Health and Wellbeing and Standard 6: Support and Development**

**This recommendation was made on 31 August 2017.**

#### Action taken on previous recommendation

The children's care plans had been reviewed and improvements made to the recorded information. We discussed with the manager ways in which the recording of relevant information could be further improved in order to ensure all children's care and support needs were being met effectively. This recommendation has been partially actioned. Please refer to the Quality of Care and Support for further information.

#### Recommendation 2

The manager and staff should look at the children's 'Learning Journeys' and made sure these were a true reflection of each child's early learning and development. These should be shared with the parents regularly and we suggested they look at the methods that would suit their service and the parents wishes.

**National Care Standards Early Education and Childcare up to the age of 16.  
Standard 3: Health and Wellbeing and Standard 6: Support and Development**

**This recommendation was made on 31 August 2017.**

#### Action taken on previous recommendation

The children's 'Learning Journey' folders had been reviewed and staff had implemented initial changes to the recording of children's observations. The folders were regularly shared with parents and parent comment was encouraged. This improvement work was in the early stages and staff were aiming to have completed the identified improvements by the start of the August term. This recommendation has been partially actioned. Please refer to The Quality of Care and Support for further information.

#### Recommendation 3

To cease using anti-bacterial handwash with the children and to use ordinary liquid handwash instead.

**National Care Standards Early Education and Childcare up to the age of 16.  
Standard 3: Health and Wellbeing**

**This recommendation was made on 31 August 2017.**



**Action taken on previous recommendation**

The children now used regular liquid soap for hand washing which is less drying for children's hands. This recommendation has been actioned.

**Recommendation 4**

The manager must complete reviews with all staff, which should be recorded. This will support staff and ensure their working and training needs are met, which will ensure children are supported by suitably qualified and knowledgeable staff.

**National Care Standards Early Education and Childcare up to the age of 16.**  
**Standard 12: Confidence in Staff and Standard 13: Improving the Service**

**This recommendation was made on 31 August 2017.**

**Action taken on previous recommendation**

The manager had completed reviews with all staff in February 2018. Training needs had been identified and in some instances actioned. Staff could discuss how training which they had undertaken influenced their practice and updated their knowledge. This recommendation has been actioned.

**Recommendation 5**

The manager should ensure staff files contain current staff information as well as training needs. We also recommended they do not keep any PVG checks or Disclosure certificates (see guidelines from Disclosure Scotland).

**National Care Standards Early Education and Childcare up to the age of 16.**  
**Standard 12: Confidence in Staff and Standard 14: Well-Managed Service**

**This recommendation was made on 31 August 2017.**

**Action taken on previous recommendation**

Staff files now contained up to date information which was orderly and which recorded identified training and development needs for staff. Protection of Vulnerable Groups (PVG) information was appropriately recorded and no certificates were kept in the files. This recommendation has been actioned.

**Recommendation 6**

The service must complete a 'Development Plan' which will highlight improvements they plan to make. The plan should include new initiatives and areas they plan to work on.

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

**This recommendation was made on 31 August 2017.**

**Action taken on previous recommendation**

The service had a current development plan which indicated agreed improvement areas and what actions had been taken to implement identified improvements. This recommendation had been actioned.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://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
13 Jun 2017	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 3 - Adequate Management and leadership 3 - Adequate
8 Jun 2016	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 3 - Adequate Management and leadership 3 - Adequate
3 Jul 2014	Announced (short notice)	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
4 Jun 2013	Unannounced	Care and support 3 - Adequate Environment 2 - Weak Staffing 2 - Weak Management and leadership 2 - Weak
26 Oct 2009	Unannounced	Care and support 5 - Very good Environment Not assessed Staffing 4 - Good Management and leadership Not assessed

Date	Type	Gradings	
19 Nov 2008	Announced (short notice)	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	5 - Very good

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