

Cosmic Cherubs Nursery Day Care of Children

266 Glasgow Road
Blantyre
Glasgow
G72 0YH

Telephone: 01698 823456

Type of inspection:
Unannounced

Completed on:
15 November 2018

Service provided by:
Yousaf Investments Limited

Service provider number:
SP2010011256

Service no:
CS2010275303

About the service we inspected

The Care Inspectorate regulates care services in Scotland. Information about all care services is available on our website at www.careinspectorate.com

This service was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Cosmic Cherubs Nursery is operated by a private provider. The service is situated in the Blantyre area of South Lanarkshire. The large property was previously a church and is situated on a busy road. It is close to local amenities including primary schools, parks and shops. Children attending the service have access to outdoor areas which are enclosed. The service provides Early Learning and Childcare to a maximum of 86 children divided as follows:

Birth to two years - 12 children

two - three years - 20 children

Three years to those not yet attending primary school - 30 children

Primary school age - 24 children

At the time of the inspection visits the service were not operating to their full capacity. The service works in partnership with South Lanarkshire Council to provide funded places for three - five year olds.

Included in the aims of the service it to offer "play and educational opportunities that are both fun and challenging in a safe, happy and comfortable environment."

This service had previously been inspected on 18 April 2018. Due to the grades awarded and the number of requirements and recommendations made a follow-up inspection was carried out on the 29 November 2017. The purpose of this inspection was to evaluate the progress made.

Since this follow up inspection the previous director has resigned and two new directors are now running the service.

How we inspected the service

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Taking the views of people using the service into account

As this was a follow-up inspection we did not speak with any of the children although they were observed to be settled and happy within the service.

Taking carers' views into account

We did not seek the views of parents as it was a follow-up inspection.

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

Previous requirements

Requirement 1

In order to ensure that premises are fit to be used for provision of a care service the provider must ensure the premises are in a good state of repair externally and internally and maintained to a standard appropriate for a care service by 30 June 2018.

Particular attention should be paid to:

- sink in baby changing area
- outdoor area
- general cleaning including carpets and soft furnishings
- maintenance book should be kept up to date
- regular risk assessments should be carried out.
- baby walkers should be clean

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I experience an environment that is well looked after with clean, tidy and well maintained premises, furnishings and equipment." (HSCS 5.22), and in order to comply with Regulation 10(2)(b) and (d) - Fitness of premises of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

This requirement was made on 6 June 2018.

Action taken on previous requirement

Whilst we acknowledge that some maintenance had been carried out since the last inspection there were still many areas needing improved including outdoor area, general cleaning, cleaning of resources and equipment. This has been an outstanding requirement at the last three inspections and remains in place.

New Directors are now in place and have provided the Care Inspectorate with an action plan detailing how they plan to meet this requirement and the timescale it will take.

Not met

Requirement 2

The provider should ensure that they carry out a robust recruitment procedure for all staff employed to ensure their fitness to work with children by 30 May 2018. This should include updated PVG, record of skills and qualification, evidence of registration with SSSC and two references. All checks should be in place prior to employment commencing.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I am confident that people who support and care for me have been appropriately and safely recruited" (HSCS 4.24), and in order to comply with Regulation 9 - Fitness of employees of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

This requirement was made on 6 June 2018.

Action taken on previous requirement

We audited the staff file on a new modern apprentice and found that no references had been requested by the service. We discussed the importance of these documents as part of the recruitment process to ensure all staff employed within the service are fit to work with children. This requirement has been in place for the last three inspections and to date has not been addressed.

Not met

Requirement 3

The provider must take steps to ensure that only staff who are registered with the Scottish Social Services Council (SSSC) or who are newly recruited and capable of achieving such registration within six months of commencing in post, may carry out work in the service in a post for which registration is required by 30 May 2018.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I am confident that people who support and care for me have been appropriately and safely recruited" (HSCS 4.24), and in order to comply with Regulation 9 (2)(a) - Fitness of employees of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

This requirement was made on 6 June 2018.

Action taken on previous requirement

On sampling a staff recruitment file it was noted that a new member of staff had not registered with the SSSC within the six months timescale. This staff member is now registered. Again this has been an on-going issue with the service and remains a concern.

Not met

Requirement 4

The provider must ensure that the Care Inspectorate is notified about any changes to the service including employment of new manager. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I use a service and organisation that are well led and managed." (HSCS 4.23) and in order to comply with Regulation of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011/28 4(1)(b) - Records, notifications and returns.

This requirement was made on 6 June 2018.

Action taken on previous requirement

We have now been informed of any changes in management.

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 service should ensure children's personal plans are fully completed, dated, reviewed and include sleeping preference. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "My personal plan (sometimes referred to as a care plan) is right for me because it sets out how my needs will be met as well as my wishes. (HSCS 1.15)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

We sampled children's personal plans and found them to be fully completed. Additional paperwork had been included which provided staff with more information about the child and parents preferences including sleeping arrangements.

Recommendation 2

Management should further discuss child protection with staff to ensure they know what action to take if concerned about a child's wellbeing. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities. (HSCS 3.20)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

Although the manager had discussed further with staff their role and responsibility in relation to safeguarding the children in their care, the Inspectors felt further training would be beneficial.

Recommendation 3

Children's learning journals should be further developed to ensure they contain information which relates to children's learning, progress and achievements. This would ensure assessments were undertaken and any support required put in place. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I am assessed by a qualified person, who involves other people and professionals as required." (HSCS 1.13)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

We acknowledge that progress has been made in this area, however there is scope to further develop this and develop planning to take account of Together We Can and Will

Recommendation 4

The service should review the practice of young children being given a cup of milk prior to sleeping propped up by a cushion. This is not in line with best practice and could be a potential choking hazard. This is to ensure care

and support is consistent with the Health and Social Care Standards which state that "I experience high quality care and support based on relevant evidence, guidance and best practice." (HCSC 4.11)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

We were advised by the manager /staff that this practice is no longer in place and staff had accessed information about safe sleeping.

Recommendation 5

Staff should review how they store children's dummies when not in use to ensure effective infection control measures are implemented. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "My environment is secure and safe." (HCSC 5.17)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

Each child now has an individual container with their name on it to store their dummy when not in use.

Recommendation 6

As the wrought iron gate at the entrance to the service is broken and therefore does not close, a detailed risk assessment should be undertaken immediately stating what action has been taken to ensure children's safety. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "My environment is secure and safe." (HCSC 5.17)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

This gate is now fixed and can be closed, however on the day we visited the nursery it was open. We discussed the importance of the gate being closed at all times. The manager agreed to put a notice up and remind parents to close the gate after them for the safety of all children.

Recommendation 7

Staff working in the two-three room should develop ways to involve the children in the planning and evaluation process. This is to ensure care and support is consistent with the Health and Social Care Standards which state that "As a child, I can direct my own play and activities in the way that I choose, and freely access a wide range of experiences and resources suitable for my age and stage, which stimulate my natural curiosity and creativity." (HCSC 2.27)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

Some progress had been made on this recommendation for example staff had started to take photographs of activities and resources to make into a book to allow children to make independent choices.

Recommendation 8

In view of the significant management and staff changes which have taken place over the last twelve months, the provider and management team should continue to support staff through the transition period. They should continually review the deployment of staff to take account of their skills, knowledge and experience to ensure improved outcomes for children.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "As a child, my social and physical skills, confidence, self-esteem and creativity are developed through a balance of organised and freely chosen extended play, including using open-ended and natural resources." (HCSC 1.31)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

The new manager advised us that she had reviewed the deployment of staff and made some changes which she felt would impact positively on the outcomes for the children. We advised that she monitors this to ensure improved outcomes for children.

Recommendation 9

Whilst recognising that 1:1 supervision is at the very early stages, this process should be used to identify staff's individual training needs which would then allow a training programme to be developed. The outcome of this would improve staff knowledge and skills and provide positive learning experiences for the children.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes." (HCSC 3.14)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

The manager advised that informal discussions had taken place however, no formal records or system had been developed. We discussed the importance and benefits of a formal system as part of improving the service and monitoring staff development and training..

Recommendation 10

The provider must ensure that staff undertake the roles and responsibilities of the job they are employed for.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I can choose suitable presented and healthy meals and snacks, including fresh fruit and vegetable, and participate in menu planning. (HSCS 1.33)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

The service have employed a new cook and cleaner. We were assured by the manager that staff no longer undertake these duties.

Recommendation 11

The provider and management team should ensure they have defined roles and responsibilities. These should be relayed to staff and parents which would allow them to know who to contact regarding issues, concerns or suggestions.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that: "I use a service and organisation that are well led and managed." (HSCS 4.23)

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

The manager is developing a staff board which will have photographs of staff and their role in the nursery. New staff have been introduced to parents. A staff handbook is being reviewed to include job descriptions for each role within the nursery. This will give a clear understanding of the expectations management have for staff.

Recommendation 12

The provider must ensure that action plans are submitted within the timescales of the inspection process and clearly detail action to be taken, person responsible and expected timeframe.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that "I use a service and organisation that are well led and managed." (HSCS 4.23),

This recommendation was made on 6 June 2018.

Action taken on previous recommendation

We have received an action plan from the service. The new directors have now provided an updated action plan which outlines the actions they will take to meet the outstanding requirements and the timescale it will take.

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
24 Apr 2018	Unannounced	Care and support 3 - Adequate Environment 3 - Adequate Staffing 3 - Adequate Management and leadership 2 - Weak
27 Apr 2017	Unannounced	Care and support 3 - Adequate Environment 3 - Adequate Staffing 3 - Adequate

Date	Type	Gradings	
		Management and leadership	3 - Adequate
29 Apr 2015	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good
26 Jun 2014	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 3 - Adequate 4 - Good 3 - Adequate
9 Aug 2013	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 3 - Adequate
7 Jan 2013	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 3 - Adequate 4 - Good 4 - Good
17 Jul 2012	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 3 - Adequate 4 - Good Not assessed
5 Mar 2012	Unannounced	Care and support Environment Staffing Management and leadership	2 - Weak 1 - Unsatisfactory 2 - Weak Not assessed

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