

Lhanbryde Primary School Nursery Day Care of Children

Garmouth Road
Lhanbryde
Elgin
IV30 8PD

Telephone: 01343 842778

Type of inspection:

Unannounced

Completed on:

19 March 2019

Service provided by:

The Moray Council

Service provider number:

SP2003001892

Service no:

CS2003016376

About the service

This service has been registered since 2002.

Lhanbryde Primary School Nursery is registered to provide a care service to a maximum of 35 children at any one time aged from three years to not yet attending primary school. The care service is provided by Moray Council and operates Monday to Friday during school term. A minimum of two adults are to be on duty at any one time.

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

Prior to inspection we sent out 12 care standard questionnaires and asked the service to give them to parents of children who used the service, we received six completed questionnaires. Responses in the care standard questionnaires told us that five parents agreed and one strongly agreed that they were happy with the overall quality of care their child received.

Comments they made included:

"Having used this service for the last few years, I have witnessed a huge change it has gone through. A huge strength is the staff, they are welcoming and friendly and my child is comfortable with them all."

"My child always leaves happy after his session."

"Lhanbryde nursery offers a warm and welcoming environment for my child."

"My child enjoys nursery days and talks of staff fondly."

"We love the nursery and our son absolutely loves being there. He learns new things, sings, draws, reads and plays outdoors everyday."

"Staff are friendly and approachable."

Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We looked at the services improvement plan and quality assurance paperwork. These demonstrated how the service was monitoring the overall quality of the service and outlined their priorities for developing the service further.

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	3 - Adequate
Quality of staffing	4 - Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

We found the quality of care and support to be good.

During our inspection we found most children to be happy and confident and having formed positive relationships with staff. We observed interactions between staff and children to be friendly and warm, staff are caring and responding to children at their level, which resulted in children approaching staff for help and support. We observed most children being given praise and encouragement and when needed, received cuddles and reassurance.

We found the pace of the day and routines were mostly child led and staff were responding appropriately allowing children to lead some aspects of their learning. The service has been going through a period of change since our last inspection. We found staff and management had been working hard to create more child led experiences. Children were actively exploring resources on offer inside and outdoors.

We observed children involved and developing conversations with peers while being creative at the art area. Other children showed an interest in playing with the play dough in the house corner and a small group were engaged with a staff member playing a board game, while others went out to explore the outdoors. As a result, we found most children were engaged and moving freely between play experiences, exploring environments and beginning to progress in their learning.

The service has recently introduced free flow snack. Children were supported to have a healthy diet and develop positive eating habits. At lunchtime cooked meals were provided that considered children's likes/dislikes and refer to key documents such as 'Setting the table.' Any food allergies were understood and alternatives provided were healthy and nutritious.

We found children were confident, happy and sociable, during lunch with their peers. Children were encouraged to wash their hands before lunch. We discussed with management reviewing the format of lunchtime experience to encourage further opportunities for children to be independent and to consider self service. Management agreed this was an area for development.

As part of the inspection, we sampled medication and allergy templates. We found medication to be stored correctly within individual boxes labelled with correct information. However, we found that not all templates were in line with current guidance and best practice we have asked management to review templates and update policy and processes to reflect administration recording of medication procedures in line with the current health guidance 'Management of Medication in Daycare and Childminding Services.' **(See recommendation 1)**

During the inspection, we sampled and discussed personal plans that were in place. These showed some good information, although they need to be developed further for all children within the service to reflect children's current circumstances and clearly identify how children's health, welfare and safety needs would be met. We have asked management to review the format in place to reflect current legislation and ensure information recorded is meaningful and reviewed in line with guidance. **(See recommendation 2)**

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. Management should update administration, recording of medication procedures in line with the current health guidance on the 'Management of Medication in Daycare and Childminding Services'.

This is to ensure that 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' (HSCS.4.11) and 'I experience high quality care and support because people have the necessary information and resources.' (HSCS 4.27)

2. Management to develop the personal plans in place for every child, monitoring and linking next steps to planning to ensure health, welfare and safety needs are met and tracked.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state that 'My needs ,as agreed in my personal plan, are fully met, and my wishes and choices are respected' (HSCS 1.23) and 'My care and support meets my needs and is right for me.' (HSCS 1.19)

Grade: 4 - good

Quality of environment

Findings from the inspection

We found the quality of the environment to be adequate.

The premises provided a safe, secure and welcoming environment. Children's work was displayed throughout. The layout of the service allowed children to play independently and also to meet in both small and large groups.

We recognise that the service will be going through a refurbishment within the coming months and we found that this was reflected within the current environment in regards to resources, cosy or quiet areas as well as outdoor area. Throughout the service, we found a limited range of resources that were suitable for developing children's interest, creativity and capturing imagination this included Loose parts.

To further enhance children's experiences, management and staff would benefit from referring to 'Building the ambition' and 'loose parts play' to further develop all environments. We have requested the service carry out an audit and consider the layout inside and outside in relation to extending resources to enhance play experiences. This will support and encourage children with problem solving, creativity and collaborative play.

All children had daily opportunities to access a natural environment outdoors and weekly sessions at the Forest with staff and parents. The forest sessions we found provided an exciting, rich range of learning opportunities. Children are able to run, climb, balance, explore and investigate. Staff support children to think about and manage risky situations allowing children to develop their skills in problem solving and be more willing and confident to try out new experiences.

We found the outdoor area dedicated to the service was in need of renovation. Resources were tired and provided little interest, stimulation or imagination for children to be engaged. Although the service did benefit from access to the school playground which enabled the children's opportunities to run around and engage with peers in the fresh air, we found opportunities for children to be creative, explore or investigate were limited.

We have asked management to monitor and develop outdoor play in relation to staff deepening children's experiences. Staff should continue to develop skills, gain training and awareness in regards to the importance of outdoor play and referring to best practice documents such as; 'My World Outdoors' and 'Out to Play.'

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 3 – adequate

Quality of staffing

Findings from the inspection

We found the quality of staffing to be good.

Staff were welcoming and honest during the inspection process. The team spoke openly in regards to the recent changes within the service and were reflective in regards to the journey they are on. We found there had been a number of staff changes since our last inspection as well as changes in how the service deliver early learning and childcare. We found staff felt supported by management and as a team relationships were developing to support positive outcomes for children and families. To support changes moving forward we recommend that the service increase the knowledge and understanding of staff regarding best practice guidance in early learning and

childcare. This will support them to implement these approaches in the service. This was a recommendation at the previous inspection on 27 February 2018 and has been repeated. **(See recommendation 1)**

Systems were in place to carry out annual appraisal meetings with staff. These helped to set targets for staff to meet and to identify their training needs to further assist them in their role within the service. To support staff development we discussed developing shared leadership roles in the nursery. Increasing the capacity of the team to lead on developing key aspects of the service can ensure that improvements are made quickly and embedded more meaningfully in day to day practice. Management should continue to encourage staff to be reflective during these discussions. Becoming more reflective as a practitioner and recognising meaningful next steps in their development journey which in turn will improve outcomes for children. This was a recommendation at the previous inspection on 27 February 2018 and has been repeated. **(See recommendation 2)**

Staff knew children and their families well and understood the importance of building trusting relationships. We found relationships with parents to be positive, parents had some opportunities to be involved with their child through attending stay and play sessions. Staff valued the connections they had with families and endeavoured to involve them more in the future life of the centre. Parents commented positively on the staff team and the care and support their child received. Parents told us they could approach staff with ease and that staff and management were kind and friendly in their approach.

Effective systems were in place to safeguard children. Staff demonstrated a good knowledge and awareness of how to keep children safe and protected. The child protection policy provided clear guidance in the event of any concerns. Good use was made of chronologies to assess individual children's wellbeing needs.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. We recommend that the service increase the knowledge and understanding of staff regarding best practice guidance in early learning and childcare. This will support them to implement these approaches in the service.

Consideration could be given to:

- Developing child led planning approaches.
- Developing a rich and enabling play environment.
- Increasing children's levels of independence and leadership of learning.
- Promoting opportunities to reflect and evaluate on current practice.
- Identifying areas for improvement in a meaningful way.
- Developing improvement plans to effect change quickly and efficiently.

Specifically, the service could prioritise their reflection and evaluation against the following:

- the new Health and Social Care Standards (2016) (www.newcarestandards.scot)
- Building the Ambition (2015) (<http://www.gov.scot/Resource/0045/00458455.pdf>)
- How good is our early learning and childcare? (2016) (https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK1_NIHeditSelf-evaluationHGIELC/HGIOELC020316Revised.pdf).

Referring to websites such as the Care Inspectorate Hub (<http://hub.careinspectorate.com/>) and Education

Scotland's National Improvement Hub (<https://education.gov.scot/improvement>) will support the service to see recent examples of guidance in practice.

This will ensure children are offered a rich and meaningful experience from staff who understand the most effective ways to meet their needs.

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

2. We recommend that the service develop shared leadership roles for staff to increase the pace of change and improvement. This will ensure children have access to high quality experiences quickly and consistently.

Areas which could be covered are:

- Attachment led practice and the theory behind this.
- Outdoor learning, including use of the local community.
- Loose parts play.
- Risky play opportunities and its benefits.
- Enabling play environments for challenging experiences.

Other areas may be identified through the improvement planning process and these would also give rise to areas for shared leadership. In addition, progress in leadership roles should be closely monitored through the quality assurance processes in the service to measure the impact on outcomes for children.

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

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

We found the quality of management and leadership to be good.

Management and senior staff engaged well during inspection process taking on advice and support given, demonstrating commitment. There have been some changes to the team and the management structure since our last visit. We encouraged management and senior staff to support staff on their improvement journey in relation to developments giving further opportunities to work as a team and feel part of the changes to come.

The management team were confident in their abilities and approaches when working in partnership with families. They advised that they are available throughout the day to enable parents to communicate and update the nursery with key information about their child's attendance and other relevant information. Moving forward we have discussed ways that management can gather views from parents and report changes through weekly memos, updates on Facebook, displays - You said/We did. This will support the service in keeping parents up to date in regards to changes and their child's day enabling them to feel part of their child's experience at the nursery.

The manager described the key changes that had taken place since the previous inspection to support outcomes for children. This had included their work with Stramash Social Enterprise Scotland, which connects children and

young people with nature and the outdoors allowing them to develop emotional literacy, resilience and problem solving skills.

We encouraged the team to continue on their improvement journey and found their development plan meant they were well placed to achieve their goals.

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

We recommend that the service review and evaluate their practice and procedures for the safe storage and administration of medication, in line with best practice. Reference should be made to 'Management of Medication in daycare of children and childminding settings' (<http://hub.careinspectorate.com/media/189567/childrens-service-medication-guidance.pdf>).

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

This recommendation was made on 27 February 2018.

Action taken on previous recommendation

The service submitted an action plan to the Care Inspectorate on 12 April 2018. They wrote and told us:

- Medication cupboard - clearly signposted for all.
- Storage of medication- separate boxes for each child's medication and to be labelled with child's name, date of birth and photograph.
- Administering medication- regarding inhalers, making sure parents have a separate inhaler for Nursery to be kept in Nursery at all times so consent is not needed to be filled in for an inhaler coming in each day.

During inspection we found medication to be stored appropriately and each child had a separate box clearly labelled. Medication cupboard was clearly sign posted and information required displayed.

This recommendation has been met.

Recommendation 2

We recommend that the service ensures that all care plans are updated at least once in every six months or when there is a significant change in circumstances for children. This will ensure that children's wellbeing needs are met effectively and consistently.

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

This recommendation was made on 27 February 2018.

Action taken on previous recommendation

The service submitted an action plan to the Care Inspectorate on 12 April 2018 . They wrote and told us:

- Care Plans - improve Care plan documentation and storage.
- Chronology form to be created for each child and significant events recorded regularly.
- All staff having access to updated care plans.
- Meeting with parents termly and discussing care plans and any updates.
- Learning Journals - input strengths and next steps and use as part of assessment and learning journey.

During inspection we found evidence that care plans were being stored appropriately. Chronologies have been created for each child with significant events being recorded. All staff have access to care plans, evidence of termly meetings with parents. Learning journals were developing.

This recommendation has been met.

Recommendation 3

We recommend that the service develops its approaches to providing rich, meaningful and engaging play experiences. Consideration should be given to:

- Developing children's creativity and ownership over their own play.
- Encouraging independence and responsibility in their play.
- Providing real and relevant experiences for children, including use of the local community and opportunities for risky play.
- Increasing children's access to free flow indoor to outdoor play.
- Reducing interruptions to children's play to encourage greater engagement and thinking.

- Providing an environment with resources which promote curiosity, creativity and a sense of wonder, including increasing the provision of natural and open ended resources.
- The purpose and timing of group times.

This will ensure children are given more challenging experiences which enhance their experiences and develop their holistic wellbeing.

National Care Standards Early Education and Childcare up to the age of 16: Standard 4 – Engaging with Children.

This recommendation was made on 27 February 2018.

Action taken on previous recommendation

The service submitted an action plan to the Care Inspectorate on 12 April 2018. They wrote and told us:

- Outdoor – Free flow/indoor play every day for extended periods.
- Training from early years service- booked in-service May and continue for November 201.
- Provide more exploratory play activities.
- Use of outdoor weather suits for all weathers.
- Use of natural materials.
- Den building.
- Visits to woods.
- Loose parts play – indoors and outdoors.
- Increase use of school and local environment.
- Timings – introduce flexi- snack- done.
- Create more whole group times.
- Environment – creating more floor play space in lay out of nursery.
- Change book corner to make it more child friendly and accessible.

Recommendation mostly met further areas of development have been identified and can be found within the body of the report.

Recommendation 4

We recommend that the service increase the knowledge and understanding of staff regarding best practice guidance in early learning and childcare. This will support them to implement these approaches in the service.

Consideration could be given to:

- Developing child led planning approaches.
- Developing a rich and enabling play environment.
- Increasing children's levels of independence and leadership of learning.
- Promoting opportunities to reflect and evaluate on current practice.
- Identifying areas for improvement in a meaningful way.
- Developing improvement plans to effect change quickly and efficiently.

Specifically, the service could prioritise their reflection and evaluation against the following:

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Referring to websites such as the Care Inspectorate Hub (<http://hub.careinspectorate.com/>) and Education

Scotland's National Improvement Hub (<https://education.gov.scot/improvement>) will support the service to see recent examples of guidance in practice.

This will ensure children are offered a rich and meaningful experience from staff who understand the most effective ways to meet their needs.

National Care Standards Early Education and Childcare up to the age of 16: Standard 13 - Improving the Service

This recommendation was made on 27 February 2018.

Action taken on previous recommendation

The service submitted an action plan to the Care Inspectorate on 12 April 2018. They wrote and told us:

Self Evaluation - update procedures for using How Good Is Our Early Learning and Childcare (HGIOELCC), Building Ambition and Care Standards - training from Early Years service.

Training - talking thinking floorbooks.

Environment - introduce daily large block play - introduce woodwork/tinkering type activities.

Documentation - Creating workshops and time for looking at the following documents with all staff

- Building the Ambition
- My World outdoors
- Block Play
- National Improvement Hub/Care Inspectorate Hub
- Leadership - children given roles and responsibilities
- Provide training for staff and embed responsive planning with children.

During the inspection we sampled training files, spoke with staff and management as well observing environment. We did not find enough evidence that supported this recommendation.

This recommendation has not been met.

Recommendation 5

We recommend that the service develop shared leadership roles for staff to increase the pace of change and improvement. This will ensure children have access to high quality experiences quickly and consistently.

Areas which could be covered are:

- Attachment led practice and the theory behind this.
- Outdoor learning, including use of the local community.
- Loose parts play.
- Risky play opportunities and its benefits.
- Enabling play environments for challenging experiences.

Other areas may be identified through the improvement planning process and these would also give rise to areas for shared leadership. In addition, progress in leadership roles should be closely monitored through the quality assurance processed in the service to measure the impact on outcomes for children.

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

This recommendation was made on 27 February 2018.

Action taken on previous recommendation

The service submitted an action plan to the Care Inspectorate on 12 April 2018. They wrote and told us:

Staff leadership roles:

- Floorbook planning
- Role Play
- Block Play and Loose Parts
- Expressive Arts
- Outdoor Learning including risky play

Documentation - sourcing SCSWIS and Education Scotland for suitable documents related to above to assist with planning for these areas

Training in above - early years service and Mindstretchers

Visits to other providers-Time provided for staff to visit other Nurseries in Moray to view above.

During the inspection we spoke with management, staff and sampled files and did not find evidence to support this recommendation.

This recommendation has not been met.

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
27 Feb 2018	Unannounced	Care and support 3 - Adequate Environment Not assessed Staffing 3 - Adequate Management and leadership Not assessed
4 Nov 2014	Unannounced	Care and support 5 - Very good

Date	Type	Gradings	
		Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good
8 Nov 2011	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good

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