Little Seedlings Playgroup
Day Care of Children

Mayfield & Easthouses Church Hall
Bogwood Court
Mayfield
Dalkeith
EH22 5DG

Telephone: 07415 245 361

Type of inspection: Unannounced
Inspection completed on: 28 October 2016

Service provided by:
Committee Of Little Seedlings Playgroup

Care service number:
CS2003011958

Service provider number:
SP2003002883
About the service

Little Seedlings playgroup is registered to provide a care service to a maximum of 25 children at any one time aged between two and five years.

Little Seedlings playgroup operates three morning a week from a church hall in the town of Mayfield Midlothian. The accommodation available to the playgroup consists of a church hall, kitchen, toilets and a small outside play area. The accommodation is shared with a number of other local groups which means it has to be set up and taken for each session.

The Care Inspectorate is committed to improving the health and wellbeing of all children receiving a care service. We want to ensure that they have the best start in life, are ready to succeed and live longer, healthier lives. We check that services are meeting the principles of Getting It Right For Every Child (GIRFEC). Set up by the 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. GIRFEC is being woven into all policy, procedure, strategy and legislation that affects young people and their families.

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 indicators. We use the indicators at inspection, to assess how services are making a positive difference for children.

What people told us

We spent time talking to, observing and playing with children. We found the children appeared settled and confident in the care of staff. Children told us they liked coming to nursery to meet friends, to read stories and to play.

Before the inspection took place we sent 15 Care Standards questionnaires to the service to distribute to families. Seven of these were returned to us before the inspection took place. All of the parents who returned questionnaires strongly agreed with the statement “Overall I am happy with the quality of care my child receives in this service.” During the inspection we spoke to seven parents two of whom were in the process of settling their children into the playgroup. Representative comments included:

“Little Seedlings is the best thing I have sent my kids to. It has brought them on with all aspects of play, relationships, being independent. Catherine has been a great support to me and my family”. “I cannot fault this service. They take great care to make sure the kids are looked after, they are always learning and having fun. We recommend them to everyone” and “I’m very happy with the service, my child’s confidence has grown dramatically since starting at the playgroup. The staff engage really well with the children and they are good at passing on information.”
Self assessment

Due to circumstances outwith the control of the service we did not receive a self assessment

From this inspection we graded this service as:

<table>
<thead>
<tr>
<th>Category</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>Quality of care and support</td>
<td>4 - Good</td>
</tr>
<tr>
<td>Quality of environment</td>
<td>4 - Good</td>
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<tr>
<td>Quality of staffing</td>
<td>4 - Good</td>
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<tr>
<td>Quality of management and leadership</td>
<td>4 - Good</td>
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</table>

Quality of care and support

Findings from the inspection

A strength of the playgroup was the consistency of staff and the commitment to effective communication with families. Clearly defined roles help to provide a secure environment which supported children to make the most of their time in the group. Activities and resources had been laid out so that children could move around easily and make their own choices. This helped to promote independent self-directed play and we saw that children settled quickly to their chosen activities.

Parents told us they were very happy with the way staff cared for and supported their children. A parent helper rota was in place, parents we spoke to during the inspection told us this allowed them to see staff practice on a regular basis which increased their confidence and gave them ideas which they could adapt for use at home. All of the parents we spoke to told us they felt able to influence the service because staff listened to them and respected their views. This encouraged them to continue to be involved in the service.

Children’s interests and ideas influenced the activities that took place. Staff took time to talk to children and listen to their views. They were respectful in their interactions, for example asking children if they could join in their play. This created a nurturing environment which valued children’s ideas and helped build self-esteem.

Children enjoyed a well balanced snack based on the NHS nutritional guidance document Setting The Table. However food was already plated before it was served to children. We spoke to the manager about how increasing children’s opportunities to be independent, make their own choices from the food available and serving themselves would support their overall development and self-esteem. We made a recommendation about this. (See recommendation 1).

When we spoke to staff we found they had a good understanding of children’s general development and of what they could offer to support and extend their learning. However although some progress had been made on recording information on children’s ‘All about Me’ folders there was still work to be done here. We made a recommendation about this. (See recommendation 2).

Requirements

Number of requirements: 0
Recommendations

Number of recommendations: 2

1. It is recommended that staff support children’s development by allowing them, to take a greater role in the preparation, serving and choosing of their daily snack. Giving children opportunities to prepare food, serve themselves and to pour their own drinks would support their development and self-esteem.
National Care Standards (NCS) Standard 6 Support and Development.

2. It is recommended that the manager supports staff in recording observations about individual children’s development and achievements. She should ensure that observations are followed with meaningful next steps which clearly support them to reach their developmental potential.
NCS Standard 6 Support and Development.
Standard 13 Improving the Service.

Grade: 4 - good

Quality of environment

Findings from the inspection

The environment provided good outcomes for children. They could move around freely making their own choices from a good range of activities. This ability to lead their own play helped children to develop independent thinking skills and self-directed play.

Since the last inspection took place resources had been further developed. They were rotated in order to provide interest. Children were familiar with the resources and we saw they were confident in asking staff for things they wanted from the toy store.

Staff made good use of the local library to borrow a wide range of books. This was a popular area with children and well supported by staff who were on hand to read with children who wanted this experience. Exposure to a range of books helped to develop children’s pre reading skills and develop an understanding of the world around them.

Limitations of space meant that core activities including sand, water and paint were not all provided on a daily basis. However we saw that at least two of these activities were always available and were rotated in order to ensure children were given a balance of these experiences.

The service had access to a small outdoor play area where children could experience active play. This was supplemented with visits to a nearby local park and to walks in the community. We saw from photographs that these areas more frequently used during fine weather. The manager told us children did not always come to playgroup dressed for outdoor play. We asked her to consider what she could to do ensure that children enjoyed the benefits of outdoor play all year round. We made a recommendation about this. (See recommendation 1).

The service had taken action to meet the recommendation in the previous report about increasing the arts and crafts materials available to children. However we have asked the manager to continue to focus on this area. This in order to ensure that children’s creativity is supported through free access to materials which support their artistic and creative abilities. The manager has agreed to do this, We will look at this at the next inspection.
Recommendations

Number of recommendations: 1

1. It is recommended that the manager look for ways to improve children’s opportunities to experience the benefits of outdoor play throughout the year.

NCS Standard 5 Quality of experience.

Grade: 4 - good

Findings from the inspection

A key strength of the team was their knowledge of individual children and their commitment to working together to meet their needs. All of the staff working in the service were qualified and registered with the Scottish Social Services Council (SSSC). The SSSC is the body that sets the qualifications necessary for staff working in the care sector. Staff must be registered with the SSSC within six months of taking up paid work in the care sector.

The provider/manager had taken part in training in GIRFEC and the SHANARRI principles. Staff confirmed that this information had been passed to them as part of their training. They were beginning to use this knowledge to inform the recordings in children’s files and felt this would help them to support children more effectively.

When we spoke to staff about the actions they were required to take if they had concerns over children’s wellbeing we found they were confident in their responses. However we were aware that the recommendation in the previous report that all staff take part in refresher training in child protection and food hygiene had not been fully met. Staff confirmed that they were on a waiting list for training with Midlothian Council. We asked the provider/manager to pursue this, she agreed to do so. We will follow this up at the next inspection.

The provider/manager had made good progress in establishing a system of staff appraisals. A sample of a recently completed appraisal showed that areas including training needs, team working and work ethic were included in the areas for discussion.

We felt that the staff team would benefit from opportunities to discuss documents including Building the Ambition and My World Outdoors. This could help staff to ensure they were aware of current best practice and reflect on how the information from these documents could support them in meeting children needs. The manager agreed that this would be a positive step in continuing to build an effective team. We will monitor this at the next inspection.

Requirements

Number of requirements: 0
Findings from the inspection

The manager was committed to providing a safe, caring and responsive service to families in her community. As part of the staff team she spend time every day working directly with the children. This allowed her to monitor staff skills, get to know the children and spend time with parents.

A complaints procedure gave families information about how they could take forward any concerns about the service, including their right to contact the Care Inspectorate. This helped to create an open culture.

The views of parents were critical in quality assuring how the service meets needs of local families. Families were very positive in their responses telling us how much they valued the resource and how open the manager and staff were to discussing any aspect of the service.

At the previous inspection we made a recommendation relating to quality assurance. Progress had been made and the manager had made a start in using an online self-evaluation system. We discussed the importance of ensuring that this and the other improvements made were monitored to ensure they were embedded practice and helped the service to move on. We repeated the recommendation about this. (See recommendation 1).

Recommendations

Number of recommendations: 1

1. The service should ensure that they work on the development of the playgroup and implement effective processes to ensure that regular and meaningful evaluations take place.

NCS Standard 14 Well Managed Service.

Grade: 4 - good
What the service has done to meet any requirements we made at or since the last inspection

Previous requirements

In order to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011/ 210 Regulation 3 - a regulation with regard to providing a service which promotes quality. The provider must improve aspects of the quality of the service. In order to achieve this the provider: Is required to develop and implement effective processes to ensure that regular and meaningful evaluations of the service take place. Particular attention should be paid to the following:
- Staff appraisals.
- Formally monitoring staff practice.
- Planning for play.
- Children’s folders.
- Resources and equipment.

Timescales: within six months of receipt of this report. This requirement takes into account:

This requirement was made on 30 April 2014.

Action taken on previous requirement
Since the last inspection took place the provider had taken steps to improve resources which helped to increase activities available to children. There was some evidence that planning took place to ensure that children’s interests were included. We saw evidence of a staff monitoring and appraisal system. A system for recording children’s progress and development had been started, This needed more work and is picked up as a recommendation however overall we found that the requirement was met.

Met - within timescales

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

Previous recommendations

Recommendation 1
To ensure that children are being supported to develop their creativity we recommend that the service should review the resources in the arts and craft area to ensure that they meet the children’s needs whilst promoting their development and learning.
National Care Standards Early Education and Childcare up to the age of 16. Standard: 5 Quality of experience.
Recommendation 2

To support children in their learning we recommend that sand and water should be on offer on a daily basis. National Care Standards Early Education and Childcare up to the age of 16. Standard: 5 Quality of experience.

Action taken on previous recommendation

On the day of the inspection we saw that sand play was available to the children. Staff discussed the limitations on the service and told us that sand and water were used on alternative days. Occasionally these activities were offered together. We understood the limitations placed on the service and discussed the importance of continuing to look for creative ways to offer sand and water play.

Recommendation 3

To show us that all staff are registered with the SSSC we recommend that a copy of the certificate must be sent to the Care Inspectorate. National Care Standards Early Education and Childcare up to the age of 16. Standard: 5 Quality of experience.

Action taken on previous recommendation

Staff currently working in the service were registered with the SSSC.

Recommendation 4

To ensure safer recruitment procedures are followed the playleader should be satisfied that information on candidates, their histories and performance in previous roles is sought from a previous employer. National Care Standards Early Education and Childcare up to the age of 16. Standard: 13 Confidence in staff. Standard: 14 Well managed service.

We also took account of the ‘Safer recruitment through better recruitment’ Guidance in relation to staff working in social care and social work settings. Scottish Executive, March, 2007.

Action taken on previous recommendation

Since the last inspection took place no new staff had been recruited. We discussed the importance of ensuring that the guidance document ‘Safer recruitment through better recruitment was followed’ when recruiting new staff. The provider was aware of the document.
Recommendation 5

It is recommended that all staff update their training in Child Protection to ensure they are knowledgeable in safeguarding children.
National Care Standards Early Education and Childcare up to the age of 16
Standard: 12 Confidence in staff

This recommendation was made on 24 February 2016.

Action taken on previous recommendation
The manager discussed the difficulties involved in accessing training. She confirmed that all staff were currently on the waiting list for child protection training through Midlothian Council. We will monitor this at the next inspection.

Recommendation 6

The service should ensure they work on the development of the playgroup and implement effective processes to ensure that regular and meaningful evaluations take place.
National Care Standards Early Education and Childcare up to the age of 16.
Standard: 14 Well managed service.

This recommendation was made on 24 February 2016.

Action taken on previous recommendation
This recommendation was not fully met and is now carried forward into the inspection report.

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

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<thead>
<tr>
<th>Date</th>
<th>Type</th>
<th>Gradings</th>
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<tbody>
<tr>
<td>4 Nov 2015</td>
<td>Unannounced</td>
<td>Care and support 4 - Good</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Environment 4 - Good</td>
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<tr>
<td></td>
<td></td>
<td>Staffing 4 - Good</td>
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<tr>
<td>Date</td>
<td>Type</td>
<td>Gradings</td>
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<td>21 Jan 2015</td>
<td>Unannounced</td>
<td>Care and support: 3 - Adequate&lt;br&gt;Environment: 4 - Good&lt;br&gt;Staffing: 3 - Adequate&lt;br&gt;Management and leadership: 2 - Weak</td>
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<td>20 May 2014</td>
<td>Unannounced</td>
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<tr>
<td>18 Sep 2013</td>
<td>Unannounced</td>
<td>Care and support: 4 - Good&lt;br&gt;Environment: 4 - Good&lt;br&gt;Staffing: 3 - Adequate&lt;br&gt;Management and leadership: 2 - Weak</td>
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<td>29 Aug 2012</td>
<td>Unannounced</td>
<td>Care and support: 5 - Very good&lt;br&gt;Environment: Not assessed&lt;br&gt;Staffing: 2 - Weak&lt;br&gt;Management and leadership: Not assessed</td>
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<td>Unannounced</td>
<td>Care and support: 4 - Good&lt;br&gt;Environment: Not assessed&lt;br&gt;Staffing: Not assessed&lt;br&gt;Management and leadership: Not assessed</td>
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<td>2 Dec 2009</td>
<td>Unannounced</td>
<td>Care and support: 5 - Very good&lt;br&gt;Environment: 5 - Very good&lt;br&gt;Staffing: 5 - Very good&lt;br&gt;Management and leadership: 5 - Very good</td>
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Tha am foillseachadh seo ri fhaighinn ann an cruthannan is cänain eile ma nithear iarrtas.

پیرامیت، ھر خواست گریپ ھر گپ گولان در گپ گولان می گنیتم کی باکتی به...

বিতর্কাজ্ঞায় কে হিসে বিতর্কিত হব বুঝ যে কিছুই তথ্য সংগ্রহ করব শিক্ষা দিতে পারে।

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