

Muirfield School Nursery Day Care of Children

Mastrick Drive
Aberdeen
AB16 6UE

Telephone: 01224 694 958

Type of inspection:

Unannounced

Completed on:

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Service provided by:

Aberdeen City Council

Service provider number:

SP2003000349

Service no:

CS2003014447

About the service

Muirfield School Nursery registered with the Care Inspectorate on 1st April 2011.

The service is registered to provide a daycare of children service to a maximum of 40 children, with an age range of children from three years to those not yet attending primary school.

Muirfield School Nursery is provided by Aberdeen City Council and is located close to local amenities, including shops and a park. There is a large playroom with direct access to toilets and an outdoor area.

The service have produced a detailed statement of their aims which includes to:

- provide a safe nurturing environment where children are supported across all aspects of development.
- provide a rich and exciting variety of topics where activities are adjusted to meet the needs of every child.
- provide opportunities for the children to feel included and contribute to: Our daily routine, the planning and our evaluation in nursery.
- to encourage our children to be independent, responsible, confident and resilient. To love their learning and to succeed in their activities.

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 well-being 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 well-being 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 well-being indicators.

What people told us

Most children were happy, settled and confident and enjoying their time at the nursery. A few children who had recently started were unsettled at times. However, staff were responsive and nurturing, supporting them to build their confidence. Some of the older children told us what they enjoyed doing at the service and this including playing in the water, painting and playing in the outdoor area.

We sent out 15 Care Standard questionnaires for parents and carers and six were completed and returned to us. All six parents indicated they were very satisfied when asked about the overall quality of care their child received at the service. Parents we spoke with were happy with the quality of service and felt their child enjoyed attending the nursery. They found staff to be helpful and approachable and felt confident to raise any concerns. A few parents would like more detailed information about their child's learning and development.

Comments from parents included:

- The nursery works very hard to provide for our children. Everyone is very approachable and nothing is ever too much hassle for the staff.
- I think all staff at Muirfield nursery are fantastic and have never had any concerns.
- Overall very happy with the nursery although I would like to see how my child's development is going such as ILD observations as many other schools and nurseries have.

Self assessment

The service had not been asked to complete a self-assessment in advance of the inspection. We looked at the service improvement plans. These provided some useful information to support the service to move forward.

From this inspection we graded this service as:

Quality of care and support	3 - Adequate
Quality of environment	not assessed
Quality of staffing	3 - Adequate
Quality of management and leadership	not assessed

What the service does well

Children and their families were warmly welcomed into the nursery by the friendly and caring staff team. Children were supported to feel secure and build their confidence through the nurturing relationships with staff. We found staff were responsive and sensitive to the needs of individual children, providing cuddles and reassurance when needed and adjusting plans to support children to settle.

Staff understood the importance of establishing trusting relationships with families. This enabled parent to feel comfortable and confident to share information and seek advice. As a result staff were better able to meet the needs of children.

Effective procedures were in place to safeguard children. Staff had a good understanding of signs and symptoms of abuse and were confident with the procedure to follow in the event of any concerns. Systems were in place to assess children's well-being needs; helping ensure children and their families were well supported.

Children enjoyed visiting the nearby shop to choose items for snack, this encouraged them to try new foods. There were good opportunities for children involved in preparing snack to develop their independence skills. The quality of experience at snack time varied. For some children they were able to develop self-help skills through serving their own snack. Social and language skills were also well support for some children through positive staff interaction. However, this was not consistent, and all children did not receive a high-quality experience. We asked the leadership team to monitor this to support a consistent high-quality experience.

Staff were enthusiastic and keen to develop their skills further. They had attended a range of core training, such as first aid, child protection and food hygiene. This supported staff to keep children safe and meet their health needs. Additional training and development opportunities had also been accessed. Some of these were impacting positively on practice and the quality of children's experiences. For example, following emerging literacy training additional fine motor experiences had been added to the environment.

Regular team meetings gave staff the opportunity to reflect on the work of the service. Clear action points were recorded, supporting improvements to be implemented. Staff were at varying stages of their careers with some having extensive experience. For those with more limited experience a more focussed approach to ensuring a shared understanding of best practice documents would be beneficial. This would support all staff to critically reflect and continue to move the service forward.

What the service could do better

Staff knew children's care needs, preferences and personalities well. A few children required additional support. Staff had started to consider strategies to support these children and these were recorded in personal plans. However we found staff were not using strategies consistently, as a result children were not always getting the support they need to enable them to progress. We suggested having clearer, more detailed information recorded would support staff's understanding. Some children had been attending the service for a few months before strategies to support them were developed. This delayed them getting the support they needed. (See recommendation 1).

Senior staff were aware that observation, assessment and planning needed to be further developed to ensure all children were suitably challenged and being supported to reach their full potential. Observations were not frequent enough or sufficiently focussed on what was significant for individual children. Few next steps in learning and development were identified for individual children. Where these were identified effective systems were not in place to track if these had been achieved. This meant it was difficult to effectively involve parents in their child's learning and development. (See recommendation 2).

Staff interactions were nurturing and positive. Good use was made of praise to celebrate children's achievements and build their confidence. However, most staff were not yet making effective use of question and commentary. This meant there were missed opportunities to extend and challenge children's learning and support skills such as investigation, problem solving and critical thinking. (See recommendation 2).

The relatively new staff team were still getting to know each other and developing their skills in working effectively together. Staff would now benefit from having a better overview of what was happening in the room. This would help ensure children were effectively supported when they needed it.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. To ensure each child receives appropriate care and support and their needs are met the provider should ensure should personal plans are developed and implemented for children requiring additional support that reflect their current needs and provide clear guidance to staff on how they will meet each child's needs.

This ensures care and support is consistent with the Health and Social Care Standards which state "My care and support meets my needs and is right for me" (HSCS 1.19).

2. To support children to progress and achieve their full potential staff should develop their skills and knowledge of:

- Observation, assessment and planning
- Effective interaction to support and extend learning

This ensures care and support is consistent with the Health and Social Care Standards which state "I am supported to achieve my potential in education and employment if this is right for me" (HSCS 1.27).

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

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

Previous requirements

Requirement 1

The service must ensure that they maintain an accurate personal plan for each child, which must be updated every six months or whenever there is a change to the child's circumstances. This ensures that the children's health, welfare and safety needs are being met by the service.

This is in order to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011/210 Regulation 5 (2)(b)(iii) Personal Plans.

This requirement was made on 21 April 2016.

Action taken on previous requirement

Personal plans were in place for children and on the whole they reflected their current needs and were reviewed at least every six months. A few children required additional support. Personal plans for these children did not contain sufficiently detailed information to effectively guide staff. We have made a new recommendation to develop the personal plans for these children.

Met - within timescales

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

Previous recommendations

There are no outstanding recommendations.

Inspection and grading history

Date	Type	Gradings	
21 Apr 2016	Unannounced	Care and support	4 - Good
		Environment	5 - Very good
		Staffing	4 - Good
		Management and leadership	4 - Good
24 Nov 2015	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate
29 Jan 2013	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	4 - Good
14 Dec 2010	Unannounced	Care and support	4 - Good
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	Not assessed
13 Jan 2010	Unannounced	Care and support	5 - Very good
		Environment	5 - Very good
		Staffing	5 - Very good
		Management and leadership	5 - Very good

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