

# Juniper Green Tots Day Care of Children

18 Foulis Crescent  
Juniper Green  
Edinburgh  
EH14 5BN

Telephone: 0131 453 4229

**Type of inspection:**

Unannounced

**Completed on:**

24 October 2019

**Service provided by:**

Pamela Gordon

**Service provider number:**

SP2007009188

**Service no:**

CS2007156457

## About the service we inspected

Juniper Green Tots is registered to provide a care service to a maximum of 37 children at any one time aged from six months to currently attending primary school of whom no more than five are under two years. Within this maximum number no more than 12 who are currently attending primary school can be cared for at any one time.

The nursery is a converted bungalow with:

- Baby room.
- Three interconnecting rooms for children aged two-five years.
- Sleep room.
- Nappy changing room and toilets.
- Two afterschool club rooms.
- An office.
- Kitchen.
- Large outdoor play areas with outdoor classroom.

The service aims and objectives are:

- 'At Juniper Green Tots the welfare of your child is of paramount importance.
- We operate an Equal Opportunities policy. All adults and children are equally respected and treated as individuals.
- At Juniper Green Tots we give every child the freedom within an ordered and prepared environment to develop naturally at his or her own pace.
- Our approach to childcare and education aims to generate security, trust and independence in the child, which will prepare them for any situation'.

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. There are eight well-being indicators at the heart of Getting It Right For Every Child. They are: safe; healthy; achieving; nurtured; active; respected; responsible; and included.

## How we inspected the service

This was a follow-up inspection to check if the requirements and recommendations had been met since our last inspection on 23 April 2019. At this visit we spent time having discussions with the provider and three staff members. We read staff files, training records, the improvement plan and staff meeting minutes. We looked around the nursery playrooms and reviewed the system and records for medication.

## Taking the views of people using the service into account

At this follow-up inspection we did not speak to service users.

## Taking carers' views into account

At this follow-up inspection we did not speak to carers.

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

### Previous requirements

#### Requirement 1

The provider must ensure that children are protected. By 1 July 2019, the provider must improve staff knowledge and understanding of the service's child protection policy to ensure they know what to do and who to contact if they have a concern about a child.

This is to comply with Health and Social Care Standard 3.20: I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.

Regulation 4(1)(a) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/10).

**This requirement was made on 8 July 2019.**

#### Action taken on previous requirement

All staff had completed a child protection course. Staff we spoke with confirmed that this had updated their knowledge, understanding and confidence in matters around safeguarding children. As part of their staff development plan, the provider told us staff training in child protection would be refreshed on a regular basis.

**Met - within timescales**

#### Requirement 2

The provider must ensure that children receive their medication in a safe manner. By 17 July 2019, the provider must introduce an effective system for medication within the service. In order to achieve this the provider must improve their own knowledge and ensure that a personal plan is completed for all children who require long-term medication.

This is to comply with Health and Social Care Standard 1.24: Any treatment or intervention that experience is safe and effective.

Regulation 4 (1) (a) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/10) and Regulation 19(3)(j) of the Regulation of the Care (Requirements as the Care Services) (Scotland) Regulations 2002 (SSI 2002/114).

**This requirement was made on 8 July 2019.**

#### Action taken on previous requirement

In partnership with staff and parents, the provider had devised a system for recording children's medical needs and requirements. From checking all medication in the setting and reading personal plans and medication forms, we could see that this had had a positive impact on keeping children safe when they required medication. Our conversations with staff also confirmed a more robust approach to medication matters.

**Met - within timescales**

## Requirement 3

The provider must ensure children are cared for by a competent and confident staff team. By 12 August 2019 the provider must ensure that staff are supported to keep up-to-date with practice and use their knowledge to interact with and care for children well. In order to achieve this the provider must put in place a clear appraisal system that identifies staff training needs and demonstrates how these will be met.

This is to comply with Health and Social Care Standards 3.14: 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.

Regulations 4 (1)(a) and 15 of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210).

**This requirement was made on 8 July 2019.**

### Action taken on previous requirement

Since the last inspection staff had received a personal development review and a training plan had been devised for each individual staff member. This documentation and from conversations with staff demonstrated that this had been of benefit to individual staff and was a positive start in improving outcomes for children. Moving forward the provider now needs to source and offer training to staff to continually update their knowledge in relation to matters that directly affect their work. This will ensure that staff knowledge is constantly being updated and refreshed. We will follow this up at the next inspection to support the provider and staff in sustaining this improvement.

**Met - within timescales**

## Requirement 4

The provider must ensure that children and parents experience a service which has a culture of continuous improvement. By 2 September 2019 the provider must ensure that there is an effective improvement plan and robust quality assurance procedures in place. In order to achieve this the provider must adhere to the following:

- (a) The manager must keep abreast of current best practice and use these documents with staff to lead in improving the service as a whole.
- (b) The manager must develop systematic and rigorous procedures for self-evaluation, auditing and monitoring all areas of the service using local and national guidance which lead to clear plans for improving the service.
- (c) The manager must compile an improvement plan to demonstrate what improvements are to be made in the setting, how this will be achieved and by whom.

This is in order to comply with Health and Social Care Standard 4.19: I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes.

This is to comply with the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011, Scottish Statutory Instrument 2011/210 Regulation 3 and 4(1)(a).

**This requirement was made on 8 July 2019.**

### Action taken on previous requirement

The provider had devised an improvement plan to demonstrate how the setting were going to make the necessary improvements. We could see that this was a positive start to a more robust way to making

improvements. We discussed how the provider could move forward in this to capture improvements within playrooms. We also discussed lines of delegation and ownership which could be achieved by individual staff having a role and responsibility within the improvement plan. We will follow up the progress of this at the next inspection.

### 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 provider should ensure children's learning journals effectively support children's learning with meaningful and specific observations and next steps in learning.

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 and choices. (HSCS 1.15).

**This recommendation was made on 8 July 2019.**

#### Action taken on previous recommendation

We looked at a sample of learning journals and could see some progress in staff making meaningful observations and noting children's next steps in their learning. The provider was aware that this was still a work in progress and that further improvements needed to be made. We will check the progress of this at the next inspection.

#### Recommendation 2

The provider should ensure that the environment enables children to be more creative through the introduction of loose parts play and open-ended resources.

This is ensure care and support is consistent with the Health and Social Care Standards which state: 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 materials. (HSCS 1.31).

**This recommendation was made on 8 July 2019.**

#### Action taken on previous recommendation

At the last inspection we asked for staff in the baby room, in particular, to provide children with open ended play opportunities to allow them to explore, learn and develop in a natural way. Staff had made a good start on this as they had introduced baskets with a variety of natural materials and resources. Moving forward staff should continue to research and seek training on providing a quality environment for children. We will check this progress of this at the next inspection.

## 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
4 Nov 2019	Re-grade	Care and support 3 - Adequate Environment Not assessed Staffing 3 - Adequate Management and leadership 3 - Adequate
30 Apr 2019	Unannounced	Care and support 2 - Weak Environment 3 - Adequate Staffing 2 - Weak Management and leadership 2 - Weak
9 Apr 2018	Unannounced	Care and support 4 - Good Environment 3 - Adequate Staffing 3 - Adequate Management and leadership 3 - Adequate
26 May 2016	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
30 Apr 2014	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good

Date	Type	Gradings	
16 May 2013	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	3 - Adequate
12 Oct 2012	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	2 - Weak
22 Jun 2010	Unannounced	Care and support	5 - Very good
		Environment	4 - Good
		Staffing	Not assessed
		Management and leadership	Not assessed
24 Jul 2009	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	5 - Very good
		Management and leadership	4 - Good
19 Nov 2008	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate

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