

Farmhouse Nursery Day Care of Children

Halmyre Mains Farmhouse
2 Halmyre Mains
West Linton
EH46 7BX

Telephone: 01968 660 327

Type of inspection:

Unannounced

Completed on:

27 January 2020

Service provided by:

Halmyre Mains Farmhouse Nursery Ltd

Service provider number:

SP2010010887

Service no:

CS2010248894

About the service

Farmhouse Nursery is situated near the village of West Linton. It is registered to provide care for a maximum of 30 children aged from birth to those not yet attending primary school. Within this number the service may care for up to seven primary school aged children.

Included in the services aims and objectives is to:

- 'We aim to make a difference in the lives of children, families and the communities where we live. Provide an environment where each child can safely explore, develop curiosity, investigate, create and imagine while engaging with nature, the seasons and the elements.'

We carried out this inspection over two visits with feedback being given to the provider/manager on the 27 January 2020.

What people told us

Children were content and happy throughout our time in the service. They told us they enjoyed getting outdoors, and invited us to walk with them. They told us they liked to jump in puddles and also collected stones which they made into piles on the walking route.

Parents told us they were happy with the care provided. They said the provider/manager and staff were sensitive, warm and loving. They found staff to be respectful and keen to ensure they met the needs of the children. One said staff retention was an issue but that they were satisfied the provider/manager was striving to improve this.

Comments included:

- "Farmhouse is a superb setting for our (children). Great staff, great setting and the children are well rounded with the range of activities on offer".
- "Respecting our views as parents but ensuring our (child) was the one at the centre of discussions".
- "My child is fully supported in a warm and loving environment".
- "Angela and the team do a fantastic job".

Self assessment

The service was not required to submit a self assessment prior to this inspection. We considered their own development plan and progress made from previous inspections.

From this inspection we graded this service as:

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

Quality of care and support

Findings from the inspection

Staff's warmth, kindness and compassion enabled children to feel valued, loved and secure. Children were, confident comfortable and settled within the service, reaching out to staff for assistance and reassurance when needed. Time was given to the children to ensure they were happy, and staff quickly responded to them to ensure their needs were met.

Personal plans were in place for all children and provided staff with clear information about the children's needs. Regular reviews contributed to staff being reflective on children's progress with identified outcomes for children were being met. Staff knew the children well and could speak confidently about what each child's care needs were.

Staff recorded observations of children in on-line individual learning journals, which also includes photographs. Further work was required to support staff to improve the quality of the observations to ensure they are meaningful and relevant to the individual child. It would be helpful for management and staff to access additional training to support them in this. More thorough completion and sharing of children's individual learning plans would enable them to use these journals to plan next steps in learning consistently and more effectively, supporting children to make the best possible progress. A recommendation is made.

Children enjoyed varied and home-cooked meals and snacks. Children's dietary requirements were known and taken account of when providing food. Children's independence was promoted to an extent as some children were encouraged to serve themselves and pour their own drinks. This could be further promoted with children being involved more consistently in the preparation of food and setting up of dining area. This would further contribute to children's learning, as well as promote independence and confidence.

A displayed menu plan, taking account of best practice document 'Setting the Table', would contribute to providing a balanced menu as well as keep parents informed about the food provision.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. To ensure that staff effectively support, develop and track children's learning, the service should review the observations and next steps within children's on-line learning journals to ensure that they are meaningful and specific to any learning intentions. The service should support staff to develop their understanding of how to assess children's learning and record quality observations. This is so that there is effective monitoring and tracking of children's progress and achievements, thus supporting them to achieve their full potential.

This is in order to meet Health and Social Care Standard: 1.27: I am supported to achieve my potential in education.

Grade: 3 - adequate

Quality of environment

Findings from the inspection

Children were happy and confident in their environment. There were a number of rooms accessed by the children. Rooms were set up to provide for the age groups mainly cared for within that area. Children were free to move around meaning that they had time to spend with older or younger peers and their siblings when attending. Staff welcomed children into the rooms, helping them to be included in the space.

There was limited opportunities for children to access tactile experiences whilst indoors. Consideration should be made as to how to make resources such as water, sand, dough and messy play available to all children throughout the day. We spoke to the provider and staff about how they could set out areas to make it exciting for children to investigate and become involved. It was good to see some of this had been implemented on our visit to do feedback. The provider and staff should continue to develop this and also consider how they provide core provisions such as role play and dressing up, making it consistently accessible to children. See recommendation.

Children had good opportunities for outdoor play. Staff use the local area well, helping children become familiar with the world around them. Local walks around the nursery were a regular feature within the service. Children enjoyed their time exploring the area and getting time to play with natural resources such as counting and piling stones, and splashing in puddles. On occasion children also went further afield for example visiting the local library. This provided opportunities to use public transport and explore their local community.

A sleeping room was available on the upper floor of the premises. One child slept in a buggy, at parent's request. However, consideration should be made to the location of buggy to ensure children are consistently in comfortable and relaxing environments. The provider also should make themselves familiar with safe sleeping guidance (safesleepscotland.org) to ensure best practice is followed.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. Staff should continue to develop play experiences for children. They should review the experiences provided so that they stimulate children's natural curiosity, learning and creativity. They should also provide regular access to tactile experiences, role play areas and dressing up, allowing children to learn through discovery and play.

The service should use best practice guidance to develop the staff team's understanding of play and how to promote positive play experiences for children.

This is in order to meet Health and Social Care Standard: 2.27: "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, learning and creativity".

Grade: 3 – adequate

Quality of staffing

Findings from the inspection

The Farmhouse Nursery have a small staff group who know the children and their families very well. Parents told us that staff were helpful, respectful and friendly. Children had lovely relationships with the staff and were obviously happy and secure in their care.

Monitoring of staff practice has taken place since the last inspection. However, due to staff absence there had been limited time to follow-up and use observations for staff development. Continued and increased monitoring of staff practice and children's experiences could help identify any training needs for staff, and would help support identified improvements within this report (recommendation made within management and leadership).

Staff were becoming involved in reviewing quality of the provision through documents such as 'Building the Ambition'. This had only recently been completed prior to our second visit. This information should now be used to help inform nursery developments and support should be given to staff to ensure that they are fully reflective in any review carried out by them.

Developing staff skills in child development and recording observations would help promote positive outcomes for children, as well as assist with other recommendations made within this report. One member of staff had recently qualified, however, there had been limited opportunities for them to continue learning through additional training.

All staff would benefit from further training or learning opportunities, such as visits to other services. This helps share good practice and provides opportunities for staff to gather knowledge and experiences from others. See recommendation.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. To promote positive outcomes for children, staff should update their knowledge and skills around child development. This should include children's schematic play, developing good quality play opportunities and observation writing.

Staff should use best practice and research to promote good outcomes for children. This is to ensure staff have the knowledge, expertise and skills to support and promote children's wellbeing and help children reach their potential.

This is in order to meet 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 organisation. 4.11: I experience high quality care and support based in relevant guidance and best practice.

Grade: 3 - adequate

Quality of management and leadership

Findings from the inspection

Progress had been made since the last inspection. For example, personal plans were now in place and were successfully being used to support children's needs. Other areas such as quality assurance had been introduced, however due to staff absences and limited time these had had only limited impact. The provider should continue to develop their systems for monitoring and quality assurance to ensure any observations are constructive and help identify professional development needs which will have a positive impact on children's experiences. See recommendation 1.

The manager/provider was encouraging staff to develop their own skills in quality assurance. Opportunities for the staff to take forward any identified improvements now need to be developed further. This could contribute to more effective self assessment and help staff to be more reflective in the work they do. Working together with management and staff to develop the improvement plan encourages shared responsibility within the team.

Staff have been employed within the service without registering with Scottish Social Services Council (SSSC) within the required timescale. This registration is required to help services ensure that staff are suitably qualified and trained and to provide reassurance to users of the provision. By the time of the feedback visit we were advised that arrangements had been made to ensure that all staff were appropriately registered. The provider should ensure that staff are registered within the required timescale, and are supported to met any requirements of registration within the time scale provided by the SSSC. See recommendation 2.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. Effective monitoring and supervision of staff's practice, quality of experiences and interactions should continue to be embedded into the managers quality assurance systems. This should ensure that the manager has an overview of professional development needs of all staff and plans in place to meet these.

This is in order to meet 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.

4.11: I experience high quality care and support based in relevant guidance and best practice.

4.19: I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes.

2. The provider should ensure that whilst in their employment, staff are registered with the appropriate body, within the required timescale, and are supported to meet any requirements of registration within the time scales provided.

This is in order to meet Health and Social Care Standard: 4.24: I am confident that people who support and care for me have been appropriately and safely recruited.

Grade: 3 – adequate

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

To ensure that staff effectively support, develop and track children's learning. The service should review the observations and next steps within children's learning stories to ensure that they are meaningful and specific to any learning intentions. The service should support staff to develop their understanding of how to assess children's learning and record quality observations. This is so that they can effectively monitor and track children's progress and achievements thus supporting them to achieve their full potential.

Health and Social Care Standards: 1.27: I am supported to achieve my potential in education.

This recommendation was made on 11 September 2018.

Action taken on previous recommendation

We reviewed online learning plans and found that there continued to be a lack of regular observations, and some observations made lacked meaning or purpose. Tracking of children's progress remains an area for improvement. Support should be provided for all staff to help them record relevant and meaningful progress and identify appropriate next steps for children. This information should then be used to develop all planning, helping children achieve their potential.

This recommendation remains.

See: Quality of care and support section within this report.

Recommendation 2

To promote children's wellbeing and development the service should, after consultation with parents/carers, ensure personal plans are fully completed for each child. They should contain relevant information on children's needs, development and wellbeing and any strategies recorded so they can be effectively implemented and reviewed. All staff should be aware of how to support children appropriately.

Health and Social Care Standards: 1.15: My personal plan is right for me because it sets out how my needs will be met, as well as my wishes and choices.

This recommendation was made on 11 September 2018.

Action taken on previous recommendation

Progress had been made with regards to children's personal plans. We saw that discussions with some parents had taken place and a chronology of these was kept. Relevant and significant information was recorded and regular reviews meant with clear plans and outcomes in place for staff to follow and understand. This helped provide consistency and records for staff to refer too. Regular reviews meant staff were assessing the effectiveness of plans in place, which in turn was supporting children.

Recommendation 3

Staff should continue to develop play experiences for children. They should review the experiences provided so that they stimulate children's natural curiosity, learning and creativity. The service should use best practice guidance to develop the staff team's understanding of play and how to promote positive play experiences for children.

Health and Social Care Standards: Wellbeing

2.27: 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, learning and creativity.

This recommendation was made on 11 September 2018.

Action taken on previous recommendation

Staff should continue to enhance their understanding of child development and play to ensure positive play experiences for children. Although there was a selection of resources available to them, the presentation and availability could be improved to invite children to explore and investigate.

This recommendation will remain in place.

See: Quality of environment section within this report.

Recommendation 4

To promote positive outcomes for children, staff should update their knowledge and skills around child development. This should include restorative approaches to behaviour management, children's schematic play, developing good quality play opportunities and observation writing.

Staff should use best practice and research to promote good outcomes for children. This is to ensure staff have the knowledge, expertise and skills to sensitively support and promote children's wellbeing.

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 organisation.

4.11: I experience high quality care and support based in relevant guidance and best practice.

This recommendation was made on 11 September 2018.

Action taken on previous recommendation

Whilst we saw improvement within this area, particularly around behaviour management there was still further work to do in relation to developing good quality play opportunities and observation writing.

See: Quality of staffing section within this report.

Recommendation 5

Effective monitoring and supervision of staff's practice, quality of experiences and interactions should be embedded into the managers quality assurance systems. This should ensure that the manager has an overview of professional development needs of all staff.

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.

4.11: I experience high quality care and support based in relevant guidance and best practice.

This recommendation was made on 11 September 2018.

Action taken on previous recommendation

Some progress had been made to monitoring of staff's practice. However, staff absence had restricted the impact. The provider should continue to develop these to ensure any observations are constructive and help identify professional development needs. This could then be used for planning improvements within the service.

See: Quality of management and leadership section within his 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

Date	Type	Gradings	
28 Nov 2018	Unannounced	Care and support	Not assessed
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	Not assessed
18 Dec 2018	Re-grade	Care and support	Not assessed
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	3 - Adequate
11 Sep 2018	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	2 - Weak
23 Mar 2018	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate
24 Mar 2017	Unannounced	Care and support	4 - Good
		Environment	3 - Adequate
		Staffing	4 - Good
		Management and leadership	3 - Adequate
31 Mar 2016	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate
16 Feb 2015	Announced	Care and support	2 - Weak
		Environment	2 - Weak
		Staffing	3 - Adequate
		Management and leadership	2 - Weak

Date	Type	Gradings	
16 Jul 2013	Unannounced	Care and support	5 - Very good
		Environment	5 - Very good
		Staffing	5 - Very good
		Management and leadership	5 - Very good
28 Aug 2012	Unannounced	Care and support	4 - Good
		Environment	5 - Very good
		Staffing	2 - Weak
		Management and leadership	4 - Good
13 Apr 2011	Unannounced	Care and support	4 - Good
		Environment	5 - Very good
		Staffing	4 - Good
		Management and leadership	4 - Good

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