

Cumbernauld YMCA - Condorrat ASC (POMP) Day Care of Children

Condorrat Primary School
Morar Drive, Condorrat
Cumbernauld
Glasgow
G67 4JL

Telephone: 01236 721382

Type of inspection:
Unannounced

Completed on:
14 February 2020

Service provided by:
Cumbernauld YMCA-YWCA

Service provider number:
SP2003000977

Service no:
CS2003015519

About the service

This service was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Cumbernauld YMCA - Condorrat ASC (POMP) provides after school care for a maximum of 30 children attending primary school and up to the age of 16 years. The service is available Monday to Friday during school term time from 15:00 - 18:00. They operate from Condorrat Primary School and have exclusive use of the gym hall, open area and school playground.

The service is part of the Peace of Mind for Parents (POMP) childcare service, provided by Cumbernauld YMCA / YWCA. This service is one of 12 services currently operating across three local authorities. The management structure includes the CEO of the YMCA, two area managers who have responsibility for six services each, which includes a manager and early years practitioners in each base.

We check services are meeting the principles of Getting it Right for Every Child (GIRFEC), Scotland's national approach to improving outcomes and wellbeing 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 services that can help them. There are eight wellbeing indicators at the heart of GIRFEC - safe, healthy, achieving, nurtured, active, respected, responsible, and included, also known as the SHANARRI wellbeing indicators.

We inspected this service on 28 January 2020. We concluded the inspection and gave feedback to the manager on 14 February 2020. Within these dates the service provided us with the additional information we requested.

At this inspection, we spoke with the manager, a member of staff, two children and a parent.

What people told us

Most children were happy and settled in out of school care. They told us about the buddy system, which was in place to support new / younger children and help them settle into the service. Children told us about voting for experiences which helped create an ethos of fairness, as they felt listened too and their opinion was valued.

We had three care standards questionnaires completed and returned to us during our inspection. One parent contacted us by email. Comments included:

- When he is at pomp, the ladies have been fantastic with him. When I am at work I worry about the school calling, at pomp I know he will cope fine and this is definitely down to the extra support and 1 to 1 they give my son. He plays well with all the children, enjoys going and loves playing Lego. They always just say it's their job, but (my child) has been in childcare since a small baby, and I do honestly feel the ladies just do that bit more and are extra supportive to him.
- I am delighted with the care and support she receives there.

Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We looked at their quality assurance paperwork. These demonstrated their priorities for development and how they were monitoring the quality of the provision within the service.

From this inspection we graded this service as:

| | |
|--------------------------------------|---------------|
| Quality of care and support | 5 - Very Good |
| Quality of environment | not assessed |
| Quality of staffing | not assessed |
| Quality of management and leadership | 5 - Very Good |

What the service does well

Staff had created an environment where children were confident and ready to engage in activities. Children were encouraged to have a voice and make choices about how the service was provided to them. They were supported to respect their peers and involve others in their play. This had resulted in a caring and nurturing space for children, where they could safely express themselves.

Personal plans were in place for all children. These were used to gather information on how best to support children. Staff advised that they used the information gathered from parents and children to ensure that they had a range of resources and experiences that were linked to their requests. Children took great delight in telling us all about the Bush Tucker Trials held in the service. They were very proud of themselves for eating a variety of exotic bugs and couldn't wait to tell us how they tasted!

The management team provided a nurturing and supportive environment for staff as well as children. They demonstrated an inclusive and welcoming approach, which helped facilitate positive relationships with parents who felt valued and respected.

They had provided opportunities for children and families to influence how the service was provided for example there were requests for children to be more active within the local community. Visits to the library had been put in place and we seen parents actively engaged in supporting children to use the library.

The service's improvement plan detailed areas for development as well as, providing staff with the opportunity to take responsibility for enhancing learning and support within the service.

We found the service's performance was good for this theme. We carried out a safer recruitment audit of Cumbernauld YMCA-YWCA registered care services 26 September 2019. As a result of the audit, we found that safer recruitment procedures were not always followed consistently (see requirement 1). We had requested an update on the requirement and were satisfied that the provider had improved safer recruitment practice and ensured this was followed during the recent recruitment of new staff.

What the service could do better

Whilst personal plans were in place, we discussed how these could be reviewed so that the information gathered within them was meaningful and enabled staff to track how they were addressing children's support needs.

Gathering feedback from parents should be reviewed, so that the focus of questionnaires could be targeted towards the needs within specific basis rather than the overall organisation.

Requirements

Number of requirements: 1

1. By 7 October 2019 the provider must ensure safer recruitment practice is in place. In this instance the provider must undertake and complete PVG checks including updated checks for all new staff prior to commencement in the service. Where there are exceptional circumstances relating to PVG checks and recruitment matters these must be discussed and agreed with the Care Inspectorate. Review and develop their safer recruitment practice through the Safer Recruitment Through Better Recruitment document http://hub.careinspectorate.com/media/428646/safer-recruitment_final.pdf.

This ensures care and support is consistent with the Health and Social Care Standards which state "I am confident that people who support and care for me have been appropriately and safely recruited" (HSCS 4.24). It also complies with Regulation 9(1) - fitness of employees of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

Recommendations

Number of recommendations: 0

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

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

The provider should ensure that staff have access to child protection training.

NCS 12 Early Education and Childcare up to the age of 16 - Confidence in Staff

This recommendation was made on 11 May 2017.

Action taken on previous recommendation

This recommendation has been met.

Inspection and grading history

| Date | Type | Gradings |
|-------------|-------------|--|
| 15 Mar 2017 | Unannounced | Care and support 5 - Very good Environment 5 - Very good Staffing Not assessed Management and leadership Not assessed |
| 18 Sep 2013 | Unannounced | Care and support 5 - Very good Environment 4 - Good Staffing 5 - Very good Management and leadership 4 - Good |
| 21 Oct 2010 | Unannounced | Care and support 5 - Very good Environment Not assessed Staffing Not assessed Management and leadership Not assessed |
| 22 Jan 2009 | 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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