

Orbiston Nursery Class

Day Care of Children

Liberty Road
Bellshill
ML4 2EU

Telephone: 01698 274 929

Type of inspection:
Unannounced

Completed on:
21 April 2021

Service provided by:
North Lanarkshire Council

Service provider number:
SP2003000237

Service no:
CS2003015379

About the service

Orbiston Nursery Class is registered to provide care to 60 children aged from three years to those not yet attending primary school. The provider is North Lanarkshire Council. The service has been operating since 2002, and registered with the Care Inspectorate when it was formed in 2011.

The service is located in a residential area of Orbiston in Bellshill. The manager of the service is also the manager of Sacred Heart Nursery and school, which is situated adjacent to Orbiston Nursery Class.

Care is provided from a single storey stand alone building with access to a secure garden. Internally the property comprises of two playrooms, a nurture room, office and staff facilities.

Aims of the service include, providing a happy and secure learning environment in which each child will develop and all parents will feel actively involved. Children will be encouraged to learn through play, to communicate their ideas and feelings and to explore and respect the environment.

We check services are meeting the principles of Getting it Right for Every Child (also known as 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 the services that can help them. There are eight wellbeing indicators at the heart of Getting it Right for Every Child: safe, healthy, achieving, nurtured, active, respected, responsible, included.

What people told us

For this inspection we received the views of five parents and carers of children who attend the service.

Most people said that they were happy with the quality of care their children received. They spoke highly of the support offered to families. One parent commented "the nursery staff supported me more than they will ever know".

Two parents told us that they would like more communication about who is caring for their child and how well they know them. We looked at these aspects of care during the inspection and reported on them below.

There were 37 children present at the time of the inspection. We observed the children enjoying their play. They were happy, settled and confident.

Self assessment

We received a fully completed Key Question 5 self evaluation from the service in advance of this inspection.

Within it the service demonstrated how they were following local and national COVID-19 guidance to keep children safe. The self-evaluation identified clear examples of improvement and highlighted appropriate areas to develop.

From this inspection we graded this service as:

Quality of care and support	3 - Adequate
Quality of environment	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Children attending the service were happy, settled and confident. They enjoyed coming to nursery and benefited from the relaxed pace of the day.

There was plenty of time for play and learning, and many children were excited about the experiences on offer. For example, growing apple trees, climbing on tyres, washing dolls and building. Staff told us that they were beginning to plan how more challenge could be added to play. We agreed that this was an important next step to ensure that children were supported to achieve.

Children's views were respected and they were supported to make choices about where they wanted to play. For example, staff were responsive to children's requests to play outdoors. One child told us "I can just ask to go outside when I want".

Children enjoyed a sociable lunch time experience where there was plenty of laughter and chatter. This provided children with the opportunity to develop their language in a social context. Staff sensitively offered support to children who needed help with eating and drinking.

Children were protected from harm by staff who had a clear understanding of their roles and responsibilities in relation to child protection. Appropriate action was taken to address any concerns about children's health or wellbeing.

Despite the current restrictions due to COVID-19, a robust transition programme had been developed to support children moving to school this year. This focused on communication and use of virtual technology to help children feel secure, safe and supported. We discussed with the service how similar principles could support transitions from home to nursery.

The quality of children's personal plans were inconsistent and some staff were not clear of their content. This meant that staff were unsure of some children's needs and how to support them. To ensure that

children's individual care and learning needs are met, staff should develop a consistent system for recording and sharing information about children (see area for improvement 1).

Children were being cared for in two separate groups in line with national COVID-19 guidance. We found that these groups had recently changed to accommodate staffing needs. We discussed with the service how these moves could have been better planned to ensure the wellbeing of children and families. Two parents told us that they did not know who their child's key worker was and worried if staff knew how to meet their child's needs. A child also commented during the inspection that they did not know why their friend was now in a different room from them.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. To ensure that children's needs are consistently met, the service should develop systems for recording and sharing information within children's personal plans.

This is to ensure that care and support is consistent with Health and Social Care Standards which state

'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) and

'I experience stability in my care and support from people who know my needs, choices and wishes, even if there are changes in the service or organisation'. (HSCS 4.15).

Grade: 3 - adequate

Quality of environment

Findings from the inspection

Children experienced care in a relaxed, welcoming and positive environment. Since the last inspection there had been significant improvements to the organisation of resources, play spaces and décor. Neutral colours and wooden objects ensured that playrooms were not over stimulating, supporting children's ability to engage in their play.

A nurture room had recently been developed to support children who were struggling to cope with large group experiences. This was a well used space that helped children to self-regulate and focus.

The nursery garden was in the early stages of development. Some interesting areas had been developed. For example, a planting area, story telling chair and tyre climbing area. However, we found that some areas could still be improved to maximise children's learning. For example, the mud kitchen could have been better resourced.

Children accessed the school grounds regularly for physical play and wellbeing. We observed children excitedly running at the school pitch. One child told us 'I love running, I'm as fast as Cat Boy'.

A variety of safety measures were in place to keep children safe. For example, safe storage of hazardous materials, risk assessments and secure entry and exit systems.

Good infection control procedures minimised the spread of COVID, helping to keep children safe and healthy. For example, use of face coverings, staggered drop off at nursery, adult physical distancing, ventilating play spaces and handwashing. One child told us 'we wash our hands before snack and lunch for a long time', and another child said 'there's lots of cleaning because of Coronavirus'.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Children felt loved as they were cared for by kind, nurturing and caring staff. Cuddles and chatter were plentiful helping children feel safe and secure.

A recent in-service day had helped staff recognise their own skills and abilities. Collectively they provided a wealth of experience and knowledge. They had recently gained confidence in utilising these skills to support children and were leading some aspects of practice.

Learning around nurture had impacted positively on the quality of children's care. Staff confidently described their increased knowledge on nurture, trauma and adverse childhood experiences, and used what they had learned to understand children better, and help them feel secure.

Staff were aware of all local and government guidance in relation to COVID-19. They followed appropriate procedures to keep children healthy.

Staff had good relationships, working well together to create a positive environment for children. They demonstrated commitment to their roles and genuinely cared about the children.

Significant changes to the staff team, coupled with COVID-19 restrictions had impacted on reduced communication between staff about children's needs. Team meetings had been reintroduced on the first day of the inspection. Staff told us the meeting was valuable and would support them to plan children's care, play and learning. The management team confirmed that regular meetings would take place in future to ensure that children experience stability in their care.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

The management team had a clear vision for improvement. They met regularly to discuss their development priorities and practice guidance. This impacted on consistent information being shared with staff about nursery procedures. For example, following appropriate infection control procedures.

Leadership in the nursery had recently grown. Newly appointed principal staff and an equity and excellence lead offered support to staff and modelled best practice. Staff told us that this enabled them to provide a better quality of experience to children.

Some monitoring processes had contributed to positive outcomes for children. For example, auditing accidents, medication and infection control. The service should now develop a robust monitoring process of children's personal plans and how their needs are met in practice.

The management team recognised that more staff were required to meet the needs of children. They actively perused this with the provider, and have been successful in securing support to help meet children's complex needs.

A new format had been devised for staff performance reviews. The new system ensured staff achievements were recognised. The process also provided an opportunity to plan training and development in collaboration, valuing staff contribution. This has helped to boost staff morale, impacting on a positive environment for children.

Management must ensure that children experience stability in their care and support from people who know their needs, choices and wishes, even when there are changes within the organisation. We agreed that a distributed leadership approach would support development of this.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

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

We recommend that children are better supported to participate in freely chosen, extended play, which is stimulating and encourages problem solving, curiosity and creativity.

To achieve this consideration should be given to;

- The roles of staff in supporting play
- The use of natural resources
- Rules that create barriers to play
- Children's interests
- Access to outdoors.

This is to ensure that 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 play materials'. (HSCS 1.31)

This recommendation was made on 15 November 2018.

Action taken on previous recommendation

At this inspection we found that the pace of the day provided lots of time for children to play, leading their own learning. The incorporation of more open ended materials helped support children to be more imaginative and creative in their play.

A new planning process was in the early stages of development. This gave careful consideration to children's learning and how they would be challenged in future. We were confident that the management team would imbed this fully.

Therefore, this recommendation is met.

Recommendation 2

The provider should ensure that children experience an environment that is well looked after and well maintained. This is to ensure that children are cared for in a pleasant, safe and healthy environment.

To achieve this consideration should be given to;

- decor
- quality of resources
- temperature of main playroom
- maintenance or replacement of windows.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state

'My environment has plenty of natural light and fresh air, and the lighting, ventilation and heating can be adjusted to meet my needs and wishes'. (HSCS 5.19) and

'I experience an environment that is well looked after with clean, tidy and well maintained furnishings and equipment'. (HSCS 5.22).

This recommendation was made on 15 November 2018.

Action taken on previous recommendation

Staff working at the service had transformed the environment, creating a welcoming, calm play space. Neutral colours, natural objects and organisation of resources had made the best of the building.

Therefore, this recommendation is met.

Recommendation 3

Staff should develop their skills and knowledge through the use of an individual training plan, which meets their specific development needs and supports them to care for the children they are working with. To achieve this, consideration should be given to the following:

- reading best practice documents.
- visiting other high quality services.
- reflecting on practice.
- attending training
- participating in observations of their practice.

This is to ensure care and support is consistent with the Health and Social Care Standards which state as a child I have confidence in people because they are trained, competent and skilled, and are able to reflect on their practice and follow their professional and organisational codes (HSCS 3.14)

This recommendation was made on 13 January 2020.

Action taken on previous recommendation

Staff talked to us professionally about their learning and development. They were aware of good practice publications and used their knowledge of these to support children.

Performance reviews provided a time to discuss future learning and development.

Newly appointed senior staff are maximising their time on the playroom floor to support development of practice.

Therefore, this recommendation is met.

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
13 Nov 2019	Unannounced	Care and support 4 - Good Environment 3 - Adequate Staffing 3 - Adequate Management and leadership 4 - Good
15 Nov 2018	Unannounced	Care and support 3 - Adequate Environment 3 - Adequate Staffing Not assessed Management and leadership Not assessed
5 Feb 2016	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 5 - Very good Management and leadership 5 - Very good
15 Feb 2013	Unannounced	Care and support 5 - Very good Environment 5 - Very good Staffing 5 - Very good Management and leadership 5 - Very good

Date	Type	Gradings	
19 Mar 2012	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good Not assessed Not assessed
3 Mar 2010	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good Not assessed 5 - Very good 5 - Very good

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Contact us

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

enquiries@careinspectorate.com

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