

Seabeach Day Nursery Day Care of Children

27 Straiton Place
Portobello
Edinburgh
EH15 2BA

Telephone: 01316 573 249

Type of inspection:
Unannounced

Completed on:
15 June 2021

Service provided by:
Greenan, Lisa

Service provider number:
SP2006008715

Service no:
CS2006139705

About the service

Seabeach Day Nursery is registered to provide a care service to a maximum of 25 children aged from birth to not yet attending primary school, and of whom no more than nine children are under two years of age.

The values and aims of the nursery are to provide:

- Promote children's development
- Promote the principles of a curriculum for excellence
- Create a welcoming atmosphere
- Encourage staff to develop themselves'.

This was a themed inspection which gave consideration to evaluate how well children were being supported during the Covid-19 pandemic. We evaluated the service based on key areas that are vital to the support and wellbeing of children experiencing care during the pandemic.

This inspection was carried out by inspectors from the Care Inspectorate. Two visits were made to the service. Conversations with parents, staff and management were also carried out virtually.

What people told us

We emailed a request to parents to provide feedback about the service. One parent responded who was positive about their and their child's experiences in the nursery. We observed children to be happy, relaxed and confident during their time in the service. Children told us about the types of things they liked to do while at nursery.

Self assessment

The service was not requested to submit a self-assessment in advance of this inspection. We reviewed the services quality assurance systems. We found that these had been developed following our previous inspection and were still to be fully embedded by the service. We have commented further on this in the Management and Leadership section of this report.

From this inspection we graded this service as:

Quality of care and support	2 - Weak
Quality of environment	3 - Adequate
Quality of staffing	3 - Adequate
Quality of management and leadership	2 - Weak

Quality of care and support

Findings from the inspection

Staff knew the children in their care and were able to tell us about the child's personality, wishes and likes. Staff had positive and nurturing relationships with children and children approached staff for support. There was a relaxed and fun atmosphere at the nursery where children were encouraged to share their experiences. This helped children to feel valued and listened to. Children who were new to the nursery were supported during this transition through settling procedures.

Snack and lunch time were sociable and staff sat with children. Staff provided support and scaffolded conversations. Overall, the food provision had taken into consideration healthy eating guidance however we asked the manager to review some of the products being served. For example, we found fromage frais which had a high sugar content which is not in line with current nutritional guidance.

Gathering and recording of information about children was not sufficient to ensure that children's needs were identified and being met. Information from parents was recorded by staff but this was not always acted upon. Where children had been identified as having additional support needs there was a lack of information from parents and other professionals. This meant that their needs were not being tracked or planned for. In some rooms personal plans were not readily accessible and important information was not being recorded, reviewed or updated by staff working with children. This meant that there was a potential risk that children's health and wellbeing needs were not being met. An area for improvement had been made at the last inspection. A requirement has now been made. See requirement one.

We saw that next steps recorded for children's learning and development were not next steps but extensions of activities. We discussed with the manager about how staff could be supported to develop their skills with writing of observations and planning for children's next steps. This would assist staff in identifying children's needs.

Requirements

Number of requirements: 1

1. Children must have the right care at the right time. By 2 August 2021, the provider must ensure that where strategies are identified by parents, other professionals and the service, these must be consistently implemented. The impact of these strategies must be recorded and regularly evaluated to ensure that they are having a positive impact and meeting children's needs.

This is in order to comply with Regulations 4(1)(a) of The Social Care and Social work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 211/210).

This is to ensure that care and support is consistent with the Health and Social Care Standards which state that "If I am supported and cared for by a team or more than one organisation, this is well-coordinated so that I experience consistency and continuity" (HSCS 4.17).

Recommendations

Number of recommendations: 0

Grade: 2 - weak

Quality of environment

Findings from the inspection

Some new, natural resources which promoted open ended play allowed children to be creative and imaginative had been introduced into the service. Through the floor book it was apparent that children had opportunities to be involved in fun and creative activities. The preschool room offered a range of inviting resources and activities which encouraged children to engage in a variety of play and learning experiences.

The resources provided in the under three's rooms did not always encourage creative play. There should be increased choice for children, so they do not have to wait for staff to initiate activities. Staff should ensure that the resources available allow children to explore and experiment. Staff should be supported to understand the importance of developing an interesting environment to enable appropriate play and learning experiences. See recommendation one.

The garden for the under three's was very poorly resourced. There were few opportunities for children to be absorbed in play or be creative and imaginative. Plans were in place to make improvements in the under three's garden. In the meantime staff should ensure that the garden is a fun, interesting and inviting place for children to be. The preschool garden at the front of the nursery had new equipment. On the day of inspection these were not adequately supplied with materials to allow children to fully engage with them. See recommendation one.

At times during the day the under three's shared the same space. We saw that there were objects which could be unsafe to babies. Staff should be aware of appropriate resources for babies and ensure that the environment is safe for them. See recommendation two.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 2

1. To promote children's learning, development and play, the service should review the playroom spaces and resources. This should result in activities and experiences consistently engaging children's interests, offering depth and challenge as they play.

This is to ensure care and support is consistent with the Health and Social Care Standards, which state 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' (HSCS 2.27).

2. To promote and support children's well-being, staff should be aware of and implement best practice guidance when caring for children. This should include but not be limited to safe practice in relation to sleeping.

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

'I experience high quality care and support based on relevant evidence, guidance and best practice' (HSCS 4.11).

Grade: 3 - adequate

Quality of staffing

Findings from the inspection

Staff knew their roles and responsibilities and were kind and caring to children. Staff said they felt well supported by the manager and knew how to access policies and procedures as well as current information about Covid-19 guidance.

The service was committed to involving families in the service acknowledging the challenges that Covid-19 had brought with parents unable to go into the service. This was achieved by updates through online learning journals, emails, phone calls and virtual meetings.

Staff were involved in the service's ongoing improvement journey and had accessed some training to support their practice and the quality of children's care and learning. For example, staff had attended online training through the local authority on observing children and planning next steps and an introduction to extending children's experiences in science, technology, engineering and mathematics (STEM). There was some evidence that this had helped to develop how staff planned activities which provided more challenge and choice to children's experience. However, staff should be helped to access training on the role of the adult in supporting children.

Although there were enough staff to meet the required ratios, staff were not effectively deployed to meet the needs of children. Children had to wait for an additional member of staff before their basic needs could be met. For example, going down to sleep, nappy changing and changing clothes. A requirement was made about this at the previous inspection and is carried forward. See requirement one.

The service had not followed safer recruitment guidance or their own policies and procedures linked to this. Staff files did not always have sufficient information about employee's previous employment, references or allow for tracking of registration with appropriate authorities. To ensure children are cared for safely the service must follow the Care Inspectorate 'safer recruitment though better recruitment' guidance. See requirement two.

Where the service used agency staff a declaration sheet had been used to track where agency staff had worked during the week to ensure children and staff could be safeguarded in line with Covid-19 guidance. However, we found that this was not being completed consistently which meant that tracking and transmission were not effectively in place to support children and staff wellbeing.

Requirements

Number of requirements: 2

1. The provider must ensure that by 2 August 2021 children's needs are being met by a sufficient number of staff who have the knowledge, experience and skills to care for and nurture them. In order to achieve this the provider must ensure that staff deployment is based on an assessment of children's needs.

This is to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI/2011/210) Regulation 4 (1) (a) Make proper provision for the health, welfare and safety of service users.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'My needs are met by the right number of staff' (HSCS 3.15).

2. The provider must ensure that by 2 August 2021 children are safe and protected. In order to achieve this the provider must ensure that any future employees are recruited in a safe manner in line with best practice and that all relevant checks are carried out.

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 9.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state that 'I am confident that people who support me have been appropriately and safely recruited' (HSCS 4.24).

Recommendations

Number of recommendations: 0

Grade: 3 - adequate

Quality of management and leadership

Findings from the inspection

The service was actively engaging with the Care Inspectorate improvement team which supported them to make improvements. They had also received support from the local authority's quality improvement officer. This should support them to make positive changes and improvements to the service.

Since the last inspection, the deputy manager had become the manager of the service. As she was in the process of gaining her qualification she should be actively supported by the provider. The manager had been responsive to feedback during the inspection and had taken action immediately in some areas which minimised the risk of Covid-19 transmission further.

There was a lack of robust quality assurance systems in place. Where processes had been introduced to monitor improvements, it was not evident what the impact of these had been. We discussed this with the manager and provider and gave examples. These included adherence to infection prevention and control, quality of personal plans and quality of children's observations and planned next steps. A requirement was made about this at the previous inspection and is carried forward into this report. See requirement one.

There was a lack of overview of staff practice. Although processes had been introduced these had not been effective in improving outcomes for children. Examples of this are detailed throughout the report. See recommendation one.

Requirements

Number of requirements: 1

1. The provider must ensure that by 1 December 2021, that children and parents experience a service which has a culture of continuous improvement because there are robust and effective quality assurance procedures in place. They should be confident that their service is well led and managed. In order to achieve this the provider must ensure that:

- the manager has sufficient time and the underlying knowledge to effectively improve outcomes for children and in the absence of the manager that the depute fulfils this role;
- systematic and rigorous procedures for self-evaluation, auditing and monitoring all areas of the service using local and national guidance are developed which lead to clear plans for maintaining and improving the service;
- there is an overview of staff practice within the service; and
- all staff working in the nursery understand and practice the service's procedures effectively.

This is to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011, Scottish Statutory Instrument 2011/210 3, 4 (1)(a) and 15 (b).

This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes (HSCS 4.19).

Recommendations

Number of recommendations: 1

1. Children should be cared for by a competent and confident staff team, who are supported to keep up-to-date with practice and use their knowledge to care for children well. There should be a training plan in place which:

- is based on information gathered from staff monitoring, appraisals and self-evaluation;
- is regularly monitored to ensure that staff are making progress and are supported;
- ensures that all staff working in the nursery understand and practice the service's procedures effectively; and
- ensures that all staff have a confident understanding of good practice and are using their learning to improve children's experiences.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that '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' (HSCS 3.14).

Grade: 2 - weak

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 by 30 November 2020 children's needs are being met by a sufficient number of staff who have the knowledge, experience and skills to care for and nurture them. In order to achieve this the provider must ensure that staff deployment is based on an assessment of children's needs.

This is to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI/2011/210) Regulation 4 (1) (a) Make proper provision for the health, welfare and safety of service users.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'My needs are met by the right number of staff' (HSCS 3.15).

This requirement was made on 6 November 2020.

Action taken on previous requirement

Ratios were in line with required numbers however the deployment of staff meant that children's needs were not consistently being met. We have commented further in this inspection report. This requirement has not been met so will be carried forward into this report. See in Staffing requirement one.

Not met

Requirement 2

The provider must ensure that by 21 December 2020, that children and parents experience a service which has a culture of continuous improvement because there are robust and effective quality assurance procedures in place. They should be confident that their service is well led and managed. In order to achieve this the provider must ensure that:

- the manager has sufficient time and the underlying knowledge to effectively improve outcomes for children and in the absence of the manager that the depute fulfils this role;
- systematic and rigorous procedures for self-evaluation, auditing and monitoring all areas of the service using local and national guidance are developed which lead to clear plans for maintaining and improving the service;
- there is an overview of staff practice within the service;
- all staff working in the nursery understand and practice the service's procedures effectively; and
- the manager is aware of the notifications that their service must make to the Care Inspectorate and other regulatory bodies.

This is to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011, Scottish Statutory Instrument 2011/210 3, 4 (1)(a) and 15 (b).

This requirement was made on 6 November 2020.

Action taken on previous requirement

The manager was submitting appropriate and timely notifications to the Care Inspectorate and other regulatory bodies.

The manager was working with Care Inspectorate and the local authority to support the development of quality assurance systems within the nursery. While we could see that systems were being progressed there was no evidence to show how this was supporting outcomes for children. We have commented further in this inspection report. These aspects of the requirement have not been met so will be carried forward into this report. See in Management and Leadership requirement one.

Not met

Requirement 3

The provider and manager must ensure that all staff working in the service are registered within six months of commencing employment, and maintain their professional registration with the relevant professional body by 1 May 2020. This is to ensure care and support is consistent with the Health and Social Care Standards which state that, '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' (HSCS 3.14). This will also ensure compliance with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (Scottish Statutory Instrument 2011/210) Regulation 9(1) - Fitness of employees.

This requirement was made on 7 February 2020.

Action taken on previous requirement

All staff were registered within six months of commencing employment, and maintain their professional registration with the relevant professional body. However we discussed with the manager the importance of continuing to monitor this.

Met - within timescales

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

Previous recommendations

Recommendation 1

To promote and support children's well-being and learning, improvements should be made to the way in which staff record important information about children. This is to ensure care and support is consistent with the 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).

This recommendation was made on 7 February 2020.

Action taken on previous recommendation

This recommendation has not been met at this inspection or for the two previous inspections. We have commented on this within the body of report. We have now made a requirement. See in Care and Support requirement one.

Recommendation 2

To promote children's safety and well-being at meal times, the manager should review menu choices to ensure they are in keeping with their policy. Temperature of foods should be at a safe level when being served to children. This is to ensure that care is consistent with the Health and Social Care Standards which state that as a child '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' (HSCS 3.14).

This recommendation was made on 7 February 2020.

Action taken on previous recommendation

While this recommendation has been met we discussed with the manager that healthy food choices should continue to be monitored.

Recommendation 3

To promote children's learning, development and play, the service should review the playroom spaces and resources. This should result in activities and experiences consistently engaging children's interests, offering depth and challenge as they play. This is to ensure care and support is consistent with the Health and Social Care Standards, which state 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' (HSCS 2.27).

This recommendation was made on 6 November 2020.

Action taken on previous recommendation

This recommendation has not been met and has been carried forward into this report. See in Environment recommendation one.

Recommendation 4

To promote and support children's well-being, staff should be aware of and implement best practice guidance when caring for children. This should include but not be limited to safe practice in relation to bottle feeding, sleeping and mealtimes.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state, 'I experience high quality care and support based on relevant evidence, guidance and best practice'.

This recommendation was made on 6 November 2020.

Action taken on previous recommendation

The service were implementing best practice for bottle feeding and mealtimes. However staff need to be vigilant at sleep times. This recommendation has been carried forward into this inspection report. See in Environment recommendation two.

Recommendation 5

Children should be cared for by a competent and confident staff team, who are supported to keep up-to-date with practice and use their knowledge to care for children well. There should be a training plan in place which:

- is based on information gathered from staff monitoring, appraisals and self-evaluation;
- is regularly monitored to ensure that staff are making progress and are supported;
- ensures that all staff working in the nursery understand and practice the service's procedures effectively; and
- ensures that all staff have a confident understanding of good practice and are using their learning to improve children's experiences.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that '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' (HSCS 3.14).

This recommendation was made on 6 November 2020.

Action taken on previous recommendation

This recommendation had not been met. See in Management and Leadership recommendation one.

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
7 Feb 2020	Unannounced	Care and support 3 - Adequate Environment 3 - Adequate Staffing 3 - Adequate Management and leadership 3 - Adequate
4 Jul 2018	Unannounced	Care and support 4 - Good Environment 3 - Adequate Staffing 4 - Good Management and leadership 3 - Adequate
22 Nov 2017	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 3 - Adequate Management and leadership Not assessed
5 Feb 2016	Unannounced	Care and support Not assessed Environment Not assessed Staffing Not assessed Management and leadership Not assessed
31 Mar 2014	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
6 Aug 2013	Unannounced	Care and support 4 - Good Environment 3 - Adequate Staffing 3 - Adequate Management and leadership 2 - Weak
28 Oct 2011	Unannounced	Care and support 5 - Very good Environment 4 - Good Staffing Not assessed Management and leadership Not assessed
7 Sep 2010	Unannounced	Care and support 5 - Very good Environment Not assessed Staffing 5 - Very good

Date	Type	Gradings	
		Management and leadership	Not assessed
18 Nov 2009	Unannounced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	4 - Good
		Management and leadership	Not assessed
26 Nov 2008	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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