

G81 Kids Club Ltd Day Care of Children

50 North Elgin Street
Clydebank
G81 1BZ

Telephone: 07483 835 155

Type of inspection:
Announced (short notice)

Completed on:
20 August 2021

Service provided by:
G81 Kids Club Ltd

Service provider number:
SP2016012832

Service no:
CS2016352748

About the service

The Care Inspectorate regulates care services in Scotland. Information in relation to all care services is available on our website at www.careinspectorate.com.

This service was registered on 27 January 2017.

G81 Kids Club Ltd is a daycare of children's service registered for a maximum of 32 children attending primary school and secondary school up to the age of 14 years. The service runs after school during term time and during school holidays. The service usually operates from a community centre in Clydebank, however at present these premises are in use as a Covid-19 vaccination centre. G81 Kids Club Ltd is located in temporary premises on Faifley Road, Clydebank. They have access to a large open plan playroom, small office area which has been developed into a 'snug' for older children and outdoor play area.

The provider is G81 Kids Club Limited. The service is on a bus route and is near to local schools and shops.

Included in the aims of the service is: "To provide working families with a caring, safe and stimulating environment for their children". A full copy can be accessed from the service.

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. GIRFEC is being woven into all policy, practice, strategy, and legislation that affect children, young people and their families.

There are eight wellbeing indicators at the heart of GIRFEC. They are: safe; healthy; achieving; nurtured; active; respected; responsible; and included. They are often referred to as the SHANARRI indicators. We use these indicators at inspection, to assess how services are making a positive difference for children.

As part of this inspection, we took into consideration Key Question 5 - Operating an early learning and childcare setting (including out of school care and childminders) during Covid-19 with a specific focus on Quality indicator 5.2: Infection prevention and control practices support a safe environment for children and staff. We will report on the overall performance of this indicator in Theme 1 Quality Care and Support.

We compiled this report following an unannounced inspection carried out by one early learning and childcare inspector.

What people told us

Parents were happy with the service and the care their child received. They commented:

"The girls were informative and helpful and give peace of mind that the kids were safe during times of uncertainty".

"The after school have been very helpful and have assisted us with childcare where possible. It has been a blessing to know this facility was available for keyworkers to help during times of need".

"After school care has been brilliant for socialising our child with friends his age".

"The temporary premises are suitable for now but children do not have enough room to play".

"G81 go above and beyond".

Children commented:

"I like going to the park".

"I would like to do more arts and crafts".

Children we spoke with on the day were enjoying outdoor play and making bracelets with a variety of beads.

Self assessment

Not requested

From this inspection we graded this service as:

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

Quality of care and support

Findings from the inspection

Staff were friendly, welcoming and caring towards children. We observed children outdoors in a positive learning environment where they were supported to reach their potential. Children's physical and emotional wellbeing was promoted by a warm and enthusiastic staff team, who knew the children well. Children were happy and active throughout the inspection visit, freely accessing play areas and activities on offer. Children were confident at approaching staff for help and reassurance at appropriate times. As a result, children were developing positive attachments with the staff team.

Friendships were encouraged and supported through positive interactions from staff and implementation of promoting positive behaviour. We observed opportunities for all children to play cooperatively, share and take turns which in turn promoted social skills.

There was an inclusive culture and a focus on working with parents to ensure that they were informed and involved in their child's care.

Staff had an awareness of the service's child protection policy and procedures and their roles and responsibilities in taking this forward. Staff had completed child protection training. Staff training and practice meant that staff were well placed to take appropriate action to support children's health

and wellbeing in the event of any incidents or concerns.

Care plans and child support plans were completed for children who required additional support. We observed care plans and found that these were well organised. They included six monthly reviews with parents, settling in feedback was recorded, children's medical history and an 'All About Me' was completed. Support plans were detailed and informative. Children had recently used 'G81 Kids Club - Be Level 10' documents to record their emotions and feelings in relation to the wellbeing indicators from GIRFEC. This meant that staff could provide appropriate support and reassure to children during the pandemic.

Accidents and incidents were appropriately recorded, with parents signing to confirm this information had been shared with them. This resulted in clear information being shared. An audit of accidents and incidents was in place to identify if any patterns were emerging, and if needed to take appropriate action.

We were satisfied that the service had implemented appropriate Covid-19 procedures to support a safe environment for children and staff. For example, effective social distancing measures were in place for adults when required, such as moving around the environment. Staff had Personal Protective Equipment (PPE) to reduce the risk of spreading infection. We found children were supported to understand the need for good hygiene and we observed handwashing taking place by all staff and children regularly throughout the session.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

The premises provided a welcoming environment and evidence of children's learning was displayed throughout. We found the playroom to be clean, bright and well ventilated, ensuring a comfortable environment for children and staff. We observed children making some independent choices: for example, we saw children playing outdoors and making bead bracelets.

Resources were cleaned at the end of the session, along with table tops and surfaces. A cleaner came into the service at the end of the day and robust cleaning was undertaken to ensure a clean and safe environment. We found risk assessments and procedures were in place and updated as needed. Staff told us they were kept up to date with Scottish Government and Care Inspectorate guidance by management and they also took responsibility for reading updates that were issued.

All children had daily access to a natural environment outdoors. Children had use of the outdoor play area and also enjoyed investigating the local area through taking nature walks to surrounding areas, for example, canal walks. Children shared knowledge of how to stay safe when visiting different venues. This approach

helped children to learn about risk and about being responsible for their own and others' safety.

Toilets and changing facilities for children were clean and well organised. Arrangements for children's snack and lunch were suitable. We observed children being encouraged to wash hands and sanitize regularly.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Throughout the inspection, staff were welcoming and engaged well with the inspection process. We found staff were working well together creating a warm, nurturing environment for children and families. We observed good communication throughout the team and nice interactions enabling children to feel safe and secure. Staff regularly shared relevant information supporting them to meet children's individual needs.

Staff felt supported by management. They spoke positively of changes over the past year and looked forward to further developments while showing commitment to improvements within the service. Staff were very supportive of each other and this was reflected in the strong sense of teamwork and friendship amongst staff. Staff commented very positively on the opportunities for wellbeing support and the ongoing support from the service manager.

Staff knew children and their families well and understood the importance of building trusting relationships. We found relationships with parents to be positive, staff valued the connections they had with families and endeavoured to involve them more in the future life of the centre. Parents commented positively on the staff team and the care and support their child received.

We found effective systems were in place to safeguard children. Staff demonstrated a good knowledge and awareness of how to keep children safe and protected. The team received regular child protection training to help them keep children safe and protect them from harm. This approach ensured that children were valued, safe, and secure.

Staff meetings were held regularly and minutes were recorded. We made a recommendation at the last inspection in relation to staff appraisals and this had not yet been addressed. We discussed the value of staff using an appraisal process to identify their own training needs and considered how managers could support staff to access training requested. We also advised that the managers should also have appraisals. (Area for Improvement 1).

Since the last inspection staff had engaged in a range of training, including formal childcare qualifications. They had also completed training that helped them to develop their knowledge and understanding of early years and childcare, for example, Autism Awareness, Paediatric First Aid, Cognitive Behaviour Therapy and Child Protection.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. Staff appraisal forms should be reviewed to include information where staff have identified their own training needs and detail how managers are supporting staff to access training requested. The managers should also consider how their own appraisals will be managed.

This is to ensure staffing 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: 4 - good

Quality of management and leadership

Findings from the inspection

Discussions took place with parents on a daily basis and there were obvious positive relationships between them and staff. The manager and staff regularly used e mail and the service facebook page to share and exchange information. They had also recently sought feedback from children and parents using questionnaires. Quarterly newsletters were distributed and this helped to keep parents up to date with activities in the service.

The staff team regularly met to discuss the running and development of the service. Staff confirmed they found these meetings very helpful to share their thoughts, they felt listened to and involved in the improvement of the service. The management team were able to give examples of informal monitoring that had been carried out in the service in order to improve outcomes for children.

At the last inspection the manager agreed to formalise monitoring, and develop processes for staff and children to share their views on different areas/activities. They had made some progress with this. Recently they had consulted with West Dunbartonshire Council regarding funding and permission to secure and develop an outdoor area at Clydebank East Community Centre. The service intended to use this for outdoor play, gardening and plant growing. We provided guidance on how this could be included as a priority in a service improvement plan. We discussed with the manager the sample improvement templates we previously shared with them. This would support them in developing an improvement plan for the service. The managers confirmed that they now understood how to take this forward. (See Area for Improvement 1).

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. The management team should continue to formalise systems and processes to monitor and evaluate the service. A clear improvement plan should be developed in partnership with staff, children and parents in order to track and reflect on promoting positive outcomes.

This ensures management and leadership is consistent with the Health and Social Care Standards, which state that: 'I use a service that is well led and managed' (HSCS 4.23).

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

Staff appraisal forms should be reviewed to include information where staff have identified their own training needs and detail how managers are supporting staff to access training requested. The managers should also consider how their own appraisals will be managed.

This is to ensure staffing 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 9 September 2020.

Action taken on previous recommendation

Not met.

Recommendation 2

The management team should continue to formalise systems and processes to monitor and evaluate the service. A clear development plan should be developed in partnership with staff, children and parents in order to track and reflect on promoting positive outcomes.

This ensures management and leadership is consistent with the Health and Social Care Standards, which state that: 'I use a service that is well led and managed' (HSCS 4.23).

This recommendation was made on 9 September 2020.

Action taken on previous recommendation

Not 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	
25 Feb 2020	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	3 - Adequate
11 Dec 2018	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate

Date	Type	Gradings	
15 Mar 2018	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate

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