

Cherry Tree Pre School Nursery Day Care of Children

Woodburn House
Woodburn Road
Blackburn Business Park, Blackburn
Aberdeen
AB21 0RX

Telephone: 01224 790 044

Type of inspection:
Unannounced

Completed on:
8 October 2021

Service provided by:
Cherry Tree Pre School Nursery

Service provider number:
SP2006008458

Service no:
CS2006129718

About the service

Cherry Tree Pre School Nursery registered with the Care Inspectorate on 1 April 2011.

The service is a day care of children service and is registered to provide care for to a maximum of 112 children under 14 years. A maximum of 48 children may be cared for between the Circle and Triangle rooms.

The nursery is accommodated in a purpose-built unit located on a business park situated in the village of Blackburn near Aberdeen. It is close to local amenities including a shop and a bus route.

The aims of the service include "to provide high quality childcare in an environment that allows everyone to feel welcome and included in a happy and secure, caring, happy, stimulating setting."

What people told us

We observed the children and saw that they were happy and comfortable in nursery. Children were engaged in play and enjoyed activities, chatting and quiet time with staff.

We received feedback from 13 parents by email and we spoke to members of the parent forum by telephone. All parents told us that overall they were happy or very happy with the service provided.

Comments included:

- The staff were very open and welcoming during our settling visits and adapted their usual settling routine in light of the pandemic. Once he started to attend by himself they were very flexible in the timings he could attend and we collaboratively agreed how to move forward with his transition.
- I feel I am being kept up-to-date with my child's development from the staff.
- My child is very settled at Cherry Tree and he loves telling us at teatime all about his day, who he has played with, what he was playing with, what books they read at storytime and he loves taking a turn at being a helper in the class with snacks and tidying up.
- My children adore the manager and occasionally when we arrive to pick them up she is present. She and the other staff appear to genuinely care and support our children and that is reflected when our children give her (unprompted) hugs when leaving. Clearly a nurturing environment.
- I feel that the individual care and attention that each child gets is amazing. Every time I drop off and pick up, and when I was there for settling, I always see children who are happy and being supported and cared for if they aren't. I love the fact that we get a break down of his day and that staff are really getting to know my child even though he is fairly new. The children seem to have a wide array of activities and toys etc., to engage them and I feel that he has come on so much in the short time he has been there in terms of his weaning, interacting with others and walking etc., which is down to the staff.
- They help my child thrive, learn, and enjoy his time there, they provide a huge variety of activities indoor and outdoors - painting, water play, doing arts and crafts, muddy play, reading/story time, provide toys and set up tables which my child likes, identify what my child likes/dislikes. They update his learning journal (LJ) book with photos and observations, invite me to take his LJ home and add to it as I choose. My child loves stepping into nursery - usually he jumps in!
- Yearly reports - always very well completed and detailed info about my child. Nursery staff are very approachable and always have time to listen.

Some identified areas of practice that they suggested for improvement or were disappointed about. These included:

- Communication could be improved at the end of the day as only basic information given about my child.
- An online communication system may be valuable.
- Examples of times that children have gone home unclean or with a soiled nappy. (We spoke to the manager separately regarding these).
- Due to outdoor handovers, some parents have never been into the classrooms. It would be good to understand what the room setups are/activities/toys in order to talk to the child about it.
- Display a poster of the theme? "We are exploring.../we are learning about..." as I'd like to follow this up at home.
- They displayed the story of the week outside the door in the corridor - this was pre-Covid when we were allowed in the building.

Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We looked at their own improvement plan and quality assurance processes. 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	5 - Very Good
Quality of staffing	5 - Very Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Staff and management had created a warm, caring environment for children and families. Parents and children were warmly greeted by a staff member on arrival to the service, supporting them to feel welcomed in a way that followed current Covid-19 guidance. Children were happy and settled within nursery.

To help safeguard children, staff had completed child protection training. They recognised possible signs of concerns and the correct procedures to follow if they were concerned about the welfare of a child. This helped to ensure children were safe and protected. To further enhance this, we suggested that designated staff undertake more advanced training.

Children were encouraged to be healthy and active. Mealtimes for children were calm and social experiences. A healthy menu was in place and children were encouraged to eat well. Children were encouraged to drink water throughout the day. Most children had opportunities for outdoor play in the fresh air. This was encouraged in all weathers.

Children were participating in a range of play and learning opportunities both indoors and out. Most of these supported children to follow their own interests, which helped stimulate their natural curiosity and learning. Staff had been developing the quality of observation and identified next steps of learning for children. These improvements should continue to ensure a high standard can be achieved consistently to ensure all children progress.

Transitions for children settling in from home was well managed. Staff worked closely with parents and the child to meet their needs. We observed staff have a nurturing, calm and consistent approach to supporting a new child into the nursery. Parents spoke to us about the ongoing support staff provided throughout the nursery when moving into the next room.

Personal plans for children were in place and information was shared with parents. We suggested that these are further developed to reflect the practice of staff in meeting individual needs. Each child had a key worker staff member. This worked well and supported staff to get to know children and be informed of their needs. Throughout the nursery staff knew children well and planned for activities and experiences they knew were of interest.

We were satisfied that the service had appropriate infection control procedures in place to support a safe environment for children and staff. For example, children are supported to understand the need for good hygiene and effective use is made of pictures and activities, such as songs and rhymes to encourage a fun approach to this. Clear expectations are set around children remaining at home when unwell.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

Staff had worked to develop play areas with loose parts and natural, opened ended materials as the focus. This had been challenging whilst also following the current Covid-19 guidance, however staff were dedicated to managing this.

Natural furnishings and wall décor throughout created a cosy, welcoming space for children. Quiet areas for calm and relaxation were available as well as areas for investigation and exploration. Toys and equipment were laid out and presented in an attractive manner. This made it easy for children to access, helping to promote their independence and interests in learning.

The playroom for the younger children was appealing and supported children's choice and independent play. The increased focus on loose parts, natural resources and sensory play had benefited experiences for children. A beach area had been set up that allowed for an indoor sandy floor area. Children were particularly enjoying this at the time. This supported children's physical development and curiosity.

The playroom for toddlers was well equipped with a range of interesting, open ended and natural resources which encouraged children to explore and investigate. A particular interest in farming had been taken forward to encourage children to get to know each other and form friendships.

Pre-school children benefited from having two playrooms to explore, this created lots of space for children to move around and choose their own activity. Children were engaged in a variety of activities including pattern making, construction and musical play. Staff had looked at how they could better support children's needs and developed quiet, cosy areas for children to relax in. A new 'pod' was successful in giving individual children a place to go if feeling overwhelmed or tired.

Daily opportunities were available for outdoor play in the garden area. Staff supported children to dress for the weather with warm clothing, wellington boots and all-weather playsuits. Children of all ages played with a range of open ended and natural materials and equipment which promoted their physical development as well as building self-esteem, confidence and creativity. We spoke to the manager and highlighted how we did not see the same opportunities to be outdoors across all classrooms. The manager agreed that this was an area for development and told us about plans to allow for more free flow access where children can choose to play indoors or out.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of staffing

Findings from the inspection

We found interactions between staff and children were positive. Staff were warm, kind and caring towards children, providing reassurance, encouragement and praise at relevant times. This helped children to feel safe and secure within the service.

In most cases staff used natural play prompts from children to explore activities and spontaneous learning. They demonstrated a good understanding of children's needs and adjusted their interactions and expectations accordingly. Ongoing support and learning would provide some staff opportunities to continue to develop their skills in this area.

The staff team were positive and enthusiastic about their role. They were dedicated to the ongoing development of the service. We observed they communicated well, respected each other and supported each other in their work.

Staff were up-to-date with core training, such as child protection, first aid, and food hygiene. Most had completed additional professional development in areas that were important to them, such as positive behaviour, observation and assessment and realising the ambition. Staff reviewed learning and next steps to improve their practice. This helped to ensure children received the best care following guidance and research. All staff should now ensure they continue a high level of professional development and learning.

Staff were working towards or held appropriate qualifications and were registered with the Scottish Social Services Council (SSSC). The SSSC is responsible for registering people who work in social service and regulating their education and training. We carried out a safe recruitment audit and found that this was carried out within current guidance, helping to keep children safe.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

The manager had a positive approach to improvement and welcomed any feedback. Staff were encouraged to be a part of any developments and make suggestions. This meant that the team worked well together and empowered change to benefit the children's experiences.

The manager's ongoing commitment to gaining an advanced qualification and conducting research had continued to impact positively on the service.

Team meetings were held to ensure staff were informed and involved in the service. Staff were encouraged to develop areas they were interested in, helping them feel valued and respected. Staff received supervision and appraisal meetings throughout the year. This helped provide an environment of support and continued development for staff.

Staff described feeling well supported by the manager, an ethos of respect was apparent within the service. This meant that the manager and staff were motivated to develop their own practice and that of the organisation.

A variety of monitoring and evaluation work took place throughout the nursery. Staff including older children to evaluate key activities encouraging them to have a voice. The leadership team monitored staff practice,

providing examples of positive work and where improvements should be made. Overall, these approaches made a positive difference to children's experiences however not all classes had a clear plan of improvement areas. A more formal, robust approach, against best practice documents would support all staff and classrooms to improve where required.

The manager had been working with local authority support to carry out some of this formal monitoring and develop an improvement plan. At the time of inspection this had not been completed and an improvement plan was not in place. To support the overall progress of the nursery this should be in place as soon as possible.

The manager worked with a parent forum that had been established. This helped build a positive relationship between the nursery and the parents. The forum was an important link to raise any queries or concerns that parents may have. The manager and provider were very receptive to feedback and made changes wherever possible.

Some parents told us that communication about their child's day could be improved during these times of Covid-19 restrictions. We found there to be a mixed approach to this between the classrooms. A more focused way of involving all parents in feedback and evaluation would benefit practice.

The leadership team should continue to work to embed positive areas of practice to ensure continued positive outcomes for children.

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

There are no outstanding recommendations.

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
2 Aug 2018	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
12 Sep 2017	Unannounced	Care and support 3 - Adequate Environment 4 - Good Staffing 3 - Adequate Management and leadership 3 - Adequate
22 Jul 2016	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 3 - Adequate

Date	Type	Gradings	
13 Oct 2015	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 3 - Adequate 3 - Adequate 3 - Adequate
27 Oct 2014	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 4 - Good 3 - Adequate 3 - Adequate
13 Nov 2013	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 4 - Good 3 - Adequate 3 - Adequate
19 Jun 2013	Re-grade	Care and support Environment Staffing Management and leadership	2 - Weak 2 - Weak 2 - Weak 2 - Weak
13 May 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good Not assessed Not assessed
15 Apr 2009	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good

To find out more

This inspection report is published by the Care Inspectorate. You can download this report and others from our website.

Care services in Scotland cannot operate unless they are registered with the Care Inspectorate. We inspect, award grades and help services to improve. We also investigate complaints about care services and can take action when things aren't good enough.

Please get in touch with us if you would like more information or have any concerns about a care service.

You can also read more about our work online at www.careinspectorate.com

Contact us

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

enquiries@careinspectorate.com

0345 600 9527

Find us on Facebook

Twitter: @careinspect

Other languages and formats

This report is available in other languages and formats on request.

Tha am foillseachadh seo ri fhaighinn ann an cruthannan is cànan eile ma nithear iartras.

অনুরোধসাপেক্ষে এই প্রকাশনাটি অন্য ফরম্যাট এবং অন্যান্য ভাষায় পাওয়া যায়।

یہ اشاعت درخواست کرنے پر دیگر شکلوں اور دیگر زبانوں میں فراہم کی جاسکتی ہے۔

ਬੇਨਤੀ 'ਤੇ ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਹੋਰ ਰੂਪਾਂ ਅਤੇ ਹੋਰਨਾਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲਬਧ ਹੈ।

هذه الوثيقة متوفرة بلغات ونماذج أخرى عند الطلب

本出版品有其他格式和其他語言備索。

Na życzenie niniejsza publikacja dostępna jest także w innych formatach oraz językach.