

Ben Wyvis Primary School Nursery Day Care of Children

Ben Wyvis Primary School
Leanaig Road
Conon Bridge
Dingwall
IV7 8BE

Telephone: 01349 860 940

Type of inspection:
Unannounced

Completed on:
8 March 2022

Service provided by:
Highland Council

Service provider number:
SP2003001693

Service no:
CS2003017190

About the service

Ben Wyvis Primary Primary School Nursery is registered to provide a care service to a maximum of 80 children, from 3 years old to those attending primary school. The nursery is operated by The Highland Council. The nursery operates term time only.

Ben Wyvis Primary School Nursery operates from within Ben Wyvis Primary School, Conon Bridge, Dingwall. It has its own separate entrance. The nursery premises consists of two large playrooms, kitchen area, canteen, large reception area with cloakroom facilities. There is an enclosed outdoor play area which contains a range of loose parts and open ended resources which extend and enrich the children's imaginative play and learning experiences. The out of school club operates from a separate play room to the nursery, with a large outside play area.

What people told us

The children present during the inspection visits were observed as being happy in the care of the staff. There was a good rapport between the children and staff which allowed for natural and open communication. Being outdoors and playing with their friends was popular with all the children we spoke with.

Some comments included:

"I like playing with my toys and friends"
"My favourite thing is playing outside"
"I like my new nursery"

During the inspection, we were able to speak with four parents. They advised us that they were happy with the standard of care their children received.

Some comments included:

"It is just fantastic, I have never had any issues"
"The hours are great as we both work, staff are friendly and approachable, I have no problems at all, it is a great service"
"Staff have developed a good relationship with my child since he started, and I'm confident they know him well. He likes his teachers and has a good rapport with them."
"The communication is good"
"They have been very good at updating us with information"
"There are some staff members I don't know, and it would be nice to have an introduction to them. I understand Covid makes this difficult, but maybe through seesaw?"
"My child enjoys going to nursery and is happy here. I'm happy that he enjoys it, is safe, and is learning to interact with his peers."

Self assessment

We did not request a self-assessment from the service as part of this inspection. We assessed the service's improvement plan and quality assurance processes as part of our evidence gathering.

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	4 - Good

Quality of care and support

Findings from the inspection

We made an evaluation of good for this quality theme as several important strengths, taken together, clearly outweighed areas for improvement. Whilst some improvements were needed, the strengths identified had a significant positive impact on children's experiences.

Children experienced warm, caring, and nurturing interactions from staff who supported their care needs. They offered comfort and cuddles when needed, which gave them reassurance. This supported children to feel safe and secure during their time at the service.

Children were engaged and seen to be busy and purposeful at play. They had good opportunities to lead their own play and learning which impacted positively on their development and wellbeing. We saw them playing and interacting with each other, using a range of resources that supported their problem solving skills, creativity and imagination.

We saw good examples of staff effectively extending and building on children's play and learning. However at times we identified missed opportunities when skilled and effective questioning could have further extended children's experiences. The leadership team were aware of this and told us that they had planned to undertake professional development sessions with staff to improve this.

Staff spoke knowledgeably and confidently about children's individual care needs and what they did to support them. As a result, individual children received care and support that was right for them. Personal plans were in place however they were limited in detail. Whilst staff had knowledge of most children's care needs, preferences and personalities, access to a detailed personal plan would ensure a holistic view of children's needs were captured. This would enable all staff to have a clear record of children's changing and evolving needs to support them to consistently achieve their potential. We asked the management team to involve older children in developing and reviewing their plan to ensure their needs and wishes are taken into account.

Approaches to transition promoted children's security and wellbeing. This was supported through carefully planned transition visits for each child and their family. On the day of the inspection children who were transitioning into the nursery were welcomed to the setting for a settling in visit. This contributed to the development of supportive relationships and effective communication to ensure children felt safe and

secure during their time of transition.

Children benefited from positive, social mealtime experiences in a calm and nurturing atmosphere. They helped prepare their own snacks and served their own food which promoted opportunities for independence. Effective support and interactions from staff supported the development of language and communication skills. Children had access to fresh water throughout the day which encouraged them to stay hydrated.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

We made an evaluation of good for this quality theme as several important strengths, taken together, clearly outweighed areas for improvement. Whilst some improvements were needed, the strengths identified had a significant positive impact on children's experiences.

The service had recently moved into a new purpose built building. They had worked hard to ensure children transitioned into their new premises successfully. Children were consulted on their environment and were meaningful involved in influencing the design of the setting and shaping their experiences. As a result children benefited from good quality play and learning experiences that reflected their individual needs and interests.

Children were offered a range of exciting, stimulating, play resources which promoted curiosity, imagination and collaborative play. For example we saw children creating a tea party with real life resources and bathing their dolls in water. This contributed to the fun children had while playing and learning. Children in the out of school club were engaged in table tennis, team games outside and arts and crafts based activities. This impacted positively on their health and wellbeing.

Open ended natural resources, both indoors and outdoors in the nursery enabled children to develop their skills in understanding, thinking, investigation and problem solving. For example children enjoyed taking part in messy play involving sand, paint and playdough. Experiences in the out of school club could be further enhanced by providing them with more opportunities to explore natural objects to encourage their creativity and problem solving skills.

The nursery play rooms were separate from the out of school club, who had their own dedicated space. Both play spaces benefited from plenty of natural light and direct access to the outdoors. Playrooms were decorated in neutral colours, which promoted a natural environment. Consideration had been given to creating a quiet space for children who found the large play rooms noisy. This enabled children to seek out a

calm area where they could have some individual time if needed. We identified further scope to develop more cosy areas in all playrooms to provide more space for children to rest and relax.

Children particularly enjoyed story time, especially in the outdoor cosy area. We observed nurturing attachments between staff during these experiences. This contributed to children's vocabulary and language development.

The management team had identified areas for improvement in relation to promoting early numeracy across the setting. Plans were in place to improve the range of numeracy resources on offer. This will ensure children are sufficiently challenged in their learning.

Children enjoyed free flow access between the indoor and outdoor area. This enabled them to be independent, direct their own play and supported them to be active and healthy.

On the day of the inspection nursery children benefited from a gymnastics session delivered by a visiting gymnastics coach. They were all highly engaged in this activity that supported them to develop skills in balance and coordination. This experience contributed to children understanding the importance of healthy life style choices.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

We made an evaluation of good for this quality theme as several important strengths, taken together, clearly outweighed areas for improvement. Whilst some improvements were needed, the strengths identified had a significant positive impact on children's experiences.

Staff were welcoming, friendly and respectful in their interactions with each other and appeared to work well as a team. This promoted a happy and secure environment for the children.

Staff deployment was effectively considered with children's needs being at the forefront of this. The staff to child ratio allowed staff to be responsive to individual needs. This enhanced children's experiences and ensured children had the right support at the right time. Children who required additional support were well supported by staff to feel respected and included in all daily experiences. This was enhanced through effective working relationships with families.

Staff displayed nurture and warmth when interacting with children and were responsive in their requests. They offered cuddles, reassurance and support which helped children to feel safe and secure.

We saw some positive examples of children leading their own play and learning. However we noted areas for improvement around the recording of this in both the nursery and out of school club. We asked the management team to take steps to improve staff knowledge and understanding around child led planning systems. This is to ensure processes are meaningful and fully reflect children's individual needs, interests and age and stage of development.

A thorough induction supported recently appointed staff to meet children's needs. The induction programme supported new staff to settle into their role and become part of the staff team. As a result, they were clear about their roles and responsibilities which supported children's experiences. Staff spoke positively of the support they received from management. This contributed to trusting and respectful working relationships within the team

Regular team meetings allowed staff to share practice issues and communicate their ideas. This helped them to keep up to date with important information, be included and ask questions. This resulted in a staff team who worked well together to ensure outcomes for children were of a good quality. We asked the management team to further develop these meetings by using best practice guidance to support their discussions.

Children who required further individualised support were supported by staff who undertook training to ensure their needs were met. They were able to use their learning to maximise support for individual children to create an inclusive service. Learning from training was shared effectively across the team to enable all staff to upskill and develop their knowledge.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

We made an evaluation of good for this quality theme as several important strengths, taken together, clearly outweighed areas for improvement. Whilst some improvements were needed, the strengths identified had a significant positive impact on children's experiences.

We found the service to be managed and led to a good standard. The management team engaged well during the inspection process, taking on advice and support, which demonstrated a commitment for improvement.

Staff, families and children had been involved in promoting a shared vision for the setting. This supported effective team working to make well informed changes to practice which was leading to improved outcomes

for children.

Quality assurance processes ensured that various aspects of the service had been monitored. As a result, changes were being made to improve areas within the nursery, for example the environment and mealtime experiences. We discussed with the management team how quality assurance processes could be enhanced, for example ensuring effective systems are in place to audit record keeping processes within the service. This would ensure clear actions are identified and are reviewed, supporting a continuous cycle of measurable improvement.

The management team had a clear focus on improving outcomes for children and their families. Self-evaluation processes had allowed all staff to reflect on their practice and identify areas for improvement. There were some opportunities for the children to provide feedback and suggestions as to how the service could be further developed. For example children were being asked for their views on the new nursery building which was captured on a mind map. This supported children to feel included and respected.

An improvement plan had been developed, however it was not fully reflective of identified areas of improvement for the nursery and did not include areas for improvement relating to the out of school club. We suggested that they used the next steps identified from self-evaluation processes to identify key priorities. This would support them to make changes and improvements which would have the biggest positive impact on children's experiences and outcomes. We signposted the leadership team to best practice documents such as "Realising the Ambition."

Annual appraisals and supervision support meetings contributed to staff feeling valued. We found that these could be further developed to include effective and supportive feedback with identified actions. This would support staff to reflect and improve on their practice, to be clearer on their responsibilities and accountable to their role.

The management team and staff should continue to embed systems in place to ensure they are robust and allow for a steady pace of change and sustained improvements, ensuring improved 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

Recommendation 1

To promote and support the health and well being of children, the manager and staff to review the management of children's medication to ensure policies and procedures are known and followed in so far as staff meet best practice guidance.

This is to ensure that care and support is consistent with the health and social care standard 4 which state that: 'I have confidence in the organisation providing my care and support.'

This recommendation was made on 23 August 2019.

Action taken on previous recommendation

We noted improvements to the management of children's medication. Staff were aware of the policies and procedures to follow. The management team should audit medication records to ensure they continue to meet best practice guidance. This recommendation has been met.

Recommendation 2

The provider to review current arrangements in place to support free flow within the service.

This is to ensure that care and support is consistent with the Health and Social Care Standard 5.1 which state that: 'I can use an appropriate mix of private and communal areas, including accessible outdoor space, because the premises have been designed or adapted for high quality care and support.'

This recommendation was made on 23 August 2019.

Action taken on previous recommendation

The nursery operates from new premises which supports free flow within the service. This recommendation has been met.

Recommendation 3

To better support the induction process, it is recommended that the local authority reviews new managers access to information linked to their role and responsibilities of managing a regulated service. This will support and have an understanding of actions required to comply with the regulation and the health and social care standards.

This is to ensure that care and support is consistent with the Health and social care standard 4.23 which state that: 'I use a service and organisation that are well managed.'

This recommendation was made on 23 August 2019.

Action taken on previous recommendation

The management team were aware of their roles and responsibilities as they were clearly defined. This recommendation has been 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 Jun 2019	Unannounced	Care and support 3 - Adequate Environment 3 - Adequate Staffing 4 - Good Management and leadership 3 - Adequate
27 May 2016	Unannounced	Care and support 5 - Very good Environment 5 - Very good Staffing 5 - Very good Management and leadership 5 - Very good

Date	Type	Gradings	
25 Apr 2013	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	4 - Good
26 May 2010	Announced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	Not assessed
		Management and leadership	5 - Very good
20 May 2009	Announced (short notice)	Care and support	5 - Very good
		Environment	4 - Good
		Staffing	4 - Good
		Management and leadership	4 - Good

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