

Greyhope School Nursery Day Care of Children

Greyhope School and Community Hub
Tullos Circle
Aberdeen
AB11 8HD

Telephone: 01224 764 764

Type of inspection:
Unannounced

Completed on:
5 October 2023

Service provided by:
Aberdeen City Council

Service provider number:
SP2003000349

Service no:
CS2003014526

About the service

Walker Road School Nursery is a day care of children service situated in the residential area of Torry, Aberdeen, close to local shops and community services. The service is registered to provide care for a maximum of 65 children not yet attending primary school at any one time. No more than five are aged two years to under three years.

Walker Road School Nursery operates from a dedicated area within the primary school. The premises are at ground level and consist of an entrance area and a very large open-plan playroom. The nursery has a fully enclosed outdoor area.

The whole school, including the nursery was going to move to a new building also within Torry after the October school holiday period.

About the inspection

This was an unannounced follow up inspection which took place on Tuesday 3 October 2023 from 10:00 – 18:00. Feedback was provided to the manager, senior early years practitioners and the local authority on Thursday 5 October 2023. The inspection was carried out by one inspector from the Care Inspectorate.

To prepare for the inspection we reviewed information about this service. This included previous inspection findings, registration information, information submitted by the service and intelligence gathered since the last inspection.

In making our evaluations of the service we:

- Spoke with children as they played
- Spoke with parents and carers
- Spoke with staff and management
- Observed staff practice
- Reviewed documents.

Key messages

- Positive changes to the outdoor and indoor environment and development of staff practice ensured a safe and secure environment for children.
- Staff had developed their knowledge, skills and confidence in relation positive behaviour strategies and were using this to effectively support children's individual needs.
- The team had continued to work on how they supported children's play and learning and further plans were in place to develop this further.
- Effective leadership within the setting was leading to positive outcomes for the children.
- The service had been building on how they effectively involve children and families in the evaluation and improvement of the service. This continues to be a key area for improvement for the setting.

From this inspection we evaluated this service as:

In evaluating quality, we use a six point scale where 1 is unsatisfactory and 6 is excellent

How good is our setting?	3 - Adequate
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Further details on the particular areas inspected are provided at the end of this report.

How good is our setting?

3 - Adequate

Changes to the environment and to staff practice meant that children were able to be kept safe. Locks had been fitted to the doors of rooms accessible from the corridor area. Staff were vigilant in ensuring these doors were kept locked at all times. Children were generally no longer choosing to access this space. We observed one occasion where a child did access the corridor area and started to head to an area no longer used outwith snack and meal times. This was noticed very promptly by a member of staff who went to support the child using a positive approach.

The play space had been reviewed and reduced to help support more effective supervision of children. It still ensured plenty room for the children to play and learn. Staff were now able to have a clear line of sight across the indoor area. Staff reported that the changes to the environment had made it easier to ensure children were effectively supported at all times.

We undertook a walk around of the indoor and outdoor premises and found there to be no obvious hazards. All outdoor gates were secured with more effective locks and we did not observe there to be any gaps for the children to get through in the outdoor space.

The two senior early years practitioners were very visible within the service which allowed them to observe practice and raise any issues as they arose. Staff told us that they had found this to be helpful and supportive.

We observed good communication taking place between team members throughout the inspection visit and staff were working well together. The changes to the layout had helped to support this as the distance between different learning bays was not so vast.

There had been a lot of work undertaken through training and staff meetings over the summer period focusing on ensuring a safe environment for the children. The team have also looked at different scenarios using the resources from the Care Inspectorate SIMOA (Safe, Inspect, Monitor, Observe, Act) campaign. Staff were able to speak with us about individual needs and how they were supporting these to keep children safe and ensure that they felt secure.

There had been no recent incidents reported to the Care Inspectorate in relation to the safety of children within the service.

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

Requirements

Requirement 1

By Friday 21 July 2023, the provider must ensure that children are safe and protected from harm. To do this, the provider must at a minimum:

- a) Ensure that staff are knowledgeable and competent in assessing risks and take a proactive approach to keep children safe.
- b) Ensure that children do not have access to potentially hazardous items.
- c) Ensure effective communication takes place between staff at all times to ensure that children are never left unsupervised.
- d) Implement a system for management to monitor staff practice and deployment to ensure effective supervision of children at all times.

This is to comply with Regulation 4 (a) (Welfare of users) of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210).

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

'I use a service and organisation that are well led and managed' (HSCS 4.23); and

'My care and support meets my needs and is right for me' (HSCS 1.19).

This requirement was made on 16 June 2023.

Action taken on previous requirement

Action taken in relation to this requirement has been recorded under the section of the report entitled 'How good is our setting?'

We found this requirement to be fully met.

Met - within timescales

What the service has done to meet any areas for improvement we made at or since the last inspection

Areas for improvement

Previous area for improvement 1

To provide high quality care and wellbeing of children, the provider should ensure staff:

- Develop their knowledge and understanding of positive behaviour strategies in supporting children.
 - Have full and detailed information about strategies in place for individual children;
- and
- Use them consistently to provide continuity of support.

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

'My needs, as agreed in my personal plan, are fully met and my wishes and choices are respected' (HSCS 1.23); and

'I experience high quality care and support because people have the necessary information and resources' (HSCS 4.27).

This area for improvement was made on 16 June 2023.

Action taken since then

Children's personal plans had been further developed since the last inspection. Within the personal plans there was clear and detailed information about how to support their individual needs. We spoke to staff and parents who confirmed that strategies were in place and consistently used by staff leading to positive outcomes. Staff also told us that the move to online documentation made children's information much more accessible for reading and also for updating. This had helped them to always have the most up to date information they needed to support a child.

Team meetings also provided time for the team to discuss children's needs and to reinforce strategies. Minutes of team meetings reviewed confirmed this was taking place. One to one sessions were also being undertaken with staff and any required advice and support was provided regarding issues individual staff had in supporting children's individual needs.

This area for improvement was found to have been met.

Previous area for improvement 2

To enable children to receive high quality care, play, learning and development opportunities, the provider, manager, and staff should ensure that staff have the knowledge and skills to:

- Provide more challenge to children in their learning; and
- Extend and deepen children's learning further.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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 area for improvement was made on 16 June 2023.

Action taken since then

Since the last inspection several staff had enrolled in a six week pedagogy course which was supporting them to develop their practice in supporting early childhood development through play and learning. Several other staff had attended a course in relation to supporting children's literacy and numeracy and were starting to put their learning into practice. All staff had visited other settings to help them consider how to develop their practice and to share ideas. The senior early years practitioners had been emailing links to the whole team regarding interesting articles and guidance to support their learning.

The senior early years practitioners were very visible on the floor. This enabled them to have natural opportunities to observe practice and have informal discussions with staff about quality interactions. Staff reported that they had found this to be helpful in supporting them to develop their practice.

Where staff were supporting children well with play and learning they were encouraged to share this with the rest of the team. Staff reported a positive informal learning environment within the team.

Staff still needed to be more confident in relation to asking open ended questions and extending children's learning, however practice was improving. The senior early years practitioners identified that further improvement was needed in relation to observations, planning and assessment and this was highlighted on their improvement plan. The service was planning to move to a digital format for observations where they record children's learning. This had helped to improve the quality of children's personal plans and it was hoped it would also improve the quality of children's observations to support children's learning.

Progress had been made in relation to this area for improvement however it was not fully met and will be carried forward to the next inspection of the service.

Previous area for improvement 3

To improve positive outcomes for children and ensure their safety, wellbeing and learning, the provider, manager, and staff should:

- Ensure there is appropriate and effective leadership of the setting.
- Implement effective plans for maintaining and improving the service, including the use of effective self-evaluation processes, and quality assurance systems.
- Implement effective action planning to address areas of improvements addressed in this report within identified timescales.

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

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

This area for improvement was made on 16 June 2023.

Action taken since then

The leadership within the setting had been more stable and this meant that there was greater support to the team and more continuity. The two senior early years practitioners were very visible on the floor working alongside staff to role model good practice and to support practice development. This had been well received by the staff team.

The registered manager along with the senior early years practitioners were working well together to progress with the improvement plan for the service. Detailed information was in place about how the service planned to meet identified areas for improvement. These actions were being progressed and were clearly supporting positive outcomes for the children.

Some self evaluation had taken place with the team starting to look at various best practice documents to support them with this, including 'A quality framework for daycare of children, childminding and school-aged children.' This needs to continue and become embedded.

Some informal monitoring of practice had been undertaken and the plan was to formalise this going forward.

This area for improvement was found to be met.

Previous area for improvement 4

In the interest of genuine partnership working the provider, manager and staff continue to build on the how they effectively involve children and families in the evaluation and improvement of the service.

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

'I can be meaningfully involved in how the organisation that supports and cares for me work and develop' (HSCS 4.6); and

'I am supported to give regular feedback on how I experience my care and support and the organisation uses learning from this to improve' (HSCS 4.8).

This area for improvement was made on 16 June 2023.

Action taken since then

The manager told us that they were going to launch a consultation in relation to the vision, value and aims across the whole school following their imminent move to a new building. This would include the nursery.

An enlarged copy of the nursery improvement plan was now displayed at the front entrance to the nursery. This let families know what the areas for improvement were and how the service was progressing with these. Parents and carers had been invited and encouraged to comment upon the plan and ask any questions. Once the setting moves to the new building the plan is to focus on specific areas of the improvement plan and seek feedback from parents and carers through different means.

A learning wall had been introduced since the last inspection so that children, parents and carers could get an insight into what the children have been learning. Again there was an initiation for parents and carers to provide feedback or ask questions. Speech bubbles had helped to illustrate the children's voice and how they had found their learning experiences.

Although there had been some progress made in relation to this area for improvement there continued to be a need to develop it further. The team shared their ideas for driving this forward. The move to the new building will provide many opportunities to engage parents, carers and children in developing the service.

This area for improvement has not been met and will be carried forward to the next inspection.

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

Detailed evaluations

How good is our setting?	3 - Adequate
2.2 Children experience high quality facilities	3 - Adequate

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