

# Gordon, Janice Child Minding

Aberlour

**Type of inspection:**  
Unannounced

**Completed on:**  
24 October 2025

**Service provided by:**  
Janice Gordon

**Service provider number:**  
SP2012983888

**Service no:**  
CS2012310591

## About the service

Janice Gordon is registered to provide a childminding service to care for a maximum of six children at any one time under the age of 16, of whom no more than three are not yet attending primary school and of whom no more than one is under 12 months. Numbers are inclusive of children of the childminder's family.

The service operates from the childminder's home in a quiet residential area in the village of Craigellachie in Morayshire. She makes use of the kitchen, lounge/dining room and bathroom. There is also a fully enclosed garden to the front and rear of the property which are well used. The childminder also makes very good use of various local facilities including parks and walks to offer the children the opportunity to be healthy, active and have access to fresh air and exercise.

## About the inspection

This was an unannounced inspection which took place on Thursday 23 October 2025 between 12:15 and 14:30 and Friday 24 October 2025 between 14:00 and 15:15. 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 and complaints information, information submitted by the service and intelligence gathered throughout the inspection year.

To inform our evaluation we:

- spoke with children using the service
- considered feedback from eight families through an online questionnaire
- spoke with the childminder
- assessed core assurances, including the physical environment
- observed practice and daily life
- reviewed documents relating to the care of children and the management of the service.

As part of our inspections, we assess core assurances. Core assurances are checks we make to ensure children are safe, the physical environment is well maintained and that a service is operating legally. At the time of this inspection, no improvements were identified relating to core assurances.

## Key messages

- Children were all very happy, relaxed and enjoyed spending time in the care of the childminder.
- Children experienced nurturing and responsive care and support that consistently met their individual needs and supported them to feel safe, secure and valued.
- The childminder had a clear knowledge of child development and caring for children's individual needs.
- The childminder had established strong working relationships with families which contributed to positive outcomes.
- The childminder had developed a very warm and welcoming setting with a wide range of resources, including loose parts and open ended resources, which the children could independently access.
- The childminder made very good use of the local area to enrich children's play and learning experiences.
- The childminder demonstrated a commitment to professional learning and development to ensure high quality care.
- The childminder used effective self-evaluation to identify and act on improvements, resulting in high quality care, play and learning for children.

## 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

Leadership	5 - Very Good
Children play and learn	5 - Very Good
Children are supported to achieve	5 - Very Good

Further details on the particular areas inspected are provided at the end of this report.

## Leadership 5 - Very Good

We found major strengths in this aspect of the setting's work and identified very few areas for improvement, therefore we evaluated this quality indicator as very good.

### Leadership and management of staff and resources

The childminder demonstrated genuine passion and commitment to her role as a childminder. She welcomed the inspection process and feedback, showing a proactive approach to enhancing her service and continuing to provide a service of a consistently high standard.

The childminder had established a clear vision, values and aims including 'to provide a safe, happy and stimulating environment where every child is valued, respected and empowered to reach their full potential'. The childminder had actively involved the children in the review and development of the vision, values and aims. The children had also designed a logo for the service. The updated vision, values and aims were shared with families in the welcome pack prior to starting, helping them understand what to expect from the service. These values were reflected in daily practice and underpinned a nurturing, safe, and stimulating environment.

The childminder demonstrated a strong commitment to continuous improvement. Self evaluation helped the childminder identify strengths and areas she would like to develop to ensure that she continued to deliver high quality care and learning tailored to the needs and choices of the children attending. As a childminder who provided funded placements on behalf of the local authority, the childminder had developed an improvement plan. The current improvement priorities included developing the front garden to extend the opportunities for outdoor learning and play.

Regular informal processes of self-evaluation of the service were also in place. The childminder regularly reflected on their practice, using informal methods such as conversations with the children and their families and feedback during settling-in periods. Families felt actively involved and consistently expressed high satisfaction with the care provided.

The childminder demonstrated her commitment to professional development and had attended a range of training to ensure she had the appropriate skills, knowledge and understanding. She was very proactive in keeping up to date with best practice.

## Children play and learn 5 - Very Good

We found major strengths in this aspect of the setting's work and identified very few areas for improvement therefore, we evaluated this quality indicator as very good.

### Playing, learning and developing

Children comfortably and confidently engaged with a thoughtfully resourced and stimulating environment that supported their play, learning and development. There was a wide range of resources which reflected their interests and stage of development. The childminder made very good use of the indoor space to offer children a learning environment which encouraged their natural curiosity, imagination and problem-solving. Children were able to independently choose from a range of resources and toys which were age and stage appropriate. Some children had fun exploring sounds and music with various musical instrument while others enjoyed making various shapes and animals with play dough. Children had fun and there was a great deal of laughter and chat.

Children benefited from daily outdoor play either in the garden, the local park or other places of interest which supported their health, wellbeing and development. Outdoor play experiences were popular with all the children. Families spoke positively about the childminder's commitment to outdoor play and learning. Comments made included: 'I have watched the children play in the garden and it's perfect for the kids to use their imagination. I love the low maintenance natural play, it really encourages them to play and be much more engaged'.

The childminder provided a well-balanced approach to child-led play and adult support, helping children build confidence, independence and key skills such as language, literacy, numeracy and emotional regulation. Children experienced very warm, nurturing and responsive interactions. The childminder was attuned to their individual needs and interests. Sensitive and skilled interactions were used to extend and enrich children's thinking and learning. We observed the childminder making very good use of open ended questioning to encourage children to independently problem solve and to extend their imagination and learning. As a result, children were happy, settled, and actively engaged in their play.

Planning approaches were clearly child led, responsive and supported learning and development through play. Observations of children's play and development informed tailored experiences that reflected their interests and individual next steps. Outdoor learning was thoughtfully prioritised and supported children's natural curiosity. Daily updates, including photographs and narratives, were shared with families to celebrate children's achievements and keep them informed. This strengthened partnerships with families, encouraged feedback, and supported continuity in learning enabling parents to build on their child's experiences at home.

## Children are supported to achieve 5 - Very Good

We found major strengths in this aspect of the setting's work and identified very few areas for improvement therefore, we evaluated this quality indicator as very good.

### Nurturing care and support

There were five young children present on the day of the inspection who were all extremely happy and relaxed in the care of the childminder. They had very secure attachments with the childminder who was very responsive to their individual needs. Children experienced warm, caring and nurturing approaches from her which supported positive outcomes for them. Loving, caring and warm relationships provided support to children, helping them to build resilience and promote their emotional wellbeing.

During the visit, the childminder was very attentive and responsive to the needs of each of the children. We saw lots of warm and nurturing interactions, chatting, smiles, praise and encouragement. From our observations and discussions with the childminder, it was clear that she knew each of the children in her care extremely well which ensured that she was able to respond to their individual care needs.

The childminder had put in place personal plans for each child, which contained relevant background information and details of the child's routine. The plans were completed with parents and carers and routinely reviewed to ensure that they continued to meet the changing needs of the children and allowed for consistency of care.

The childminder carefully considered children's transitions into the service, as well as when they moved on to nursery and later school. Transitions were flexible and tailored to meet the children's needs and ensured they had time to become familiar with the childminder and build a trusting, supportive relationship. This helped children to settle at their own pace and supported families to feel confident and reassured during this important time.

The childminder worked closely with families to ensure they supported children's routines and preferences. Having very strong working relationships with the parents allowed for open communication and information sharing as well as ensuring consistency of care. Parents were all extremely positive when discussing their relationship with the childminder and how welcome they were all made to feel. They very much appreciated the quality and quantity of communication. Several commented positively on the benefits of the 'Baby Days' app being introduced by the childminder. Comments made included: 'Janice is incredible. The level of care she takes over our daughter is very clear', 'Through excellent and very regular communication, as well as her very easy interpersonal manner we have an excellent relationship with Janice', 'Janice is very easy going and she has such a lovely caring nature to her. Get a great wee chat with her at drop off and pick up' and 'Janice really takes the care and development of the children in her care seriously. From initial meetings and going through care plans, to being proactive about discussing things she's noticed or updates on new things - she has involved us and kept us updated at every stage'.

Daily routines, such as mealtimes, were used to promote independence, learning and enhance their experiences. Mealtimes were enjoyable and safe for the children. Healthy home cooked meals were provided which met children's specific allergies, preferences and dietary needs. We observed a very relaxed, calm and sociable lunchtime with the children and childminder sitting together. This supported supervision, social skills and language development.

The childminder and the children were involved in various community visits and events. These community connections enhanced children's learning and wellbeing. The children routinely visited the local library, places of interest, beaches and parks. They also visited the 'Big Blue Bus', a food recycling initiative when it was in the area. Intergenerational links were fostered through visits to 'Heavenly Cakes', a tea and cake event run by the local church. All these activities supported children to develop a strong sense of belonging, social connection and enriched learning through diverse community involvement.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://www.careinspectorate.com).

## Detailed evaluations

Leadership	5 - Very Good
Leadership and management of staff and resources	5 - Very Good
Children play and learn	5 - Very Good
Playing, learning and developing	5 - Very Good
Children are supported to achieve	5 - Very Good
Nurturing care and support	5 - Very Good



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