

# Arisaig Primary School Nursery Day Care of Children

Arisaig Primary School  
Arisaig  
PH39 4NH

Telephone: 01687 450 282

**Type of inspection:**  
Announced

**Completed on:**  
24 November 2025

**Service provided by:**  
Highland Council

**Service provider number:**  
SP2003001693

**Service no:**  
CS2003017167

## About the service

Arisaig Primary School Nursery is registered to provide a day care of children service to a maximum of 18 children aged two years to those not yet attending primary school, of whom no more than four children are aged two to under three years of age. Six children were present at the time of the inspection.

The service is provided from a modern purpose built premises adjacent to the grounds of Arisaig Primary School. There is a reception area, main playroom, toilets, kitchen facilities, a separate office and storage facilities. Entry to the premises was secure and children had access to an enclosed outside play area which surrounded the building.

The manager of this service is also the manager of Inverie Primary School Nursery CS2003013561.

## About the inspection

This was an unannounced follow up inspection which took place on 24 November 2025 between 09:15 and 14:00. Feedback was shared on the same day between 14:00 and 14:45. The inspection was carried out by one inspector from the Care Inspectorate.

The inspection focused on two requirements and four areas for improvement stated during the previous full inspection which took place on 1 May 2025. We also carried out a supporting improvement visit on 11 September 2025. During this inspection, we evaluated how the service had addressed these areas to improve outcomes for children.

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 six children using the service;
- spoke with two staff and management;
- observed practice and children's experiences; and
- reviewed documents.

## Key messages

- We assessed compliance with the requirements and areas for improvement during the follow up inspection and found that the required improvement had been met.
- Improvement was evident in all required areas made during the previous inspection. As a result, children's needs were being met.

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

### Requirements

#### Requirement 1

By 25 August 2025, the provider must ensure positive outcomes for children's learning, development and wellbeing. To do this, the provider must ensure sufficient resources are allocated to effectively manage and lead the service.

This is to comply with Regulation 4 (1)(a)(b) (welfare of Users) of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/10).

This is in order to ensure 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),

**This requirement was made on 1 May 2025.**

#### Action taken on previous requirement

At the time of the inspection, the manager was able to use their allocated nursery management time to support the nursery. As well as this, their management of another nursery had finished. This had enabled them to dedicate protected time to lead and manage the service and begin to carry out some monitoring and quality assurance tasks.

This requirement has been met.

**Met - within timescales**

#### Requirement 2

By 25 August 2025, to ensure children's care and support needs are met and they receive high quality experiences, the provider must ensure there are effective staffing arrangements in place. To do this, the provider must, at a minimum:

- a) assess and review children's care and support needs, taking into account the layout of the service; and
- b) use the outcome to inform staffing numbers and arrangements.

This is in order to comply with section 7(1)(a) of the Health and Care (Staffing) (Scotland) Act 2019.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'I am confident that people respond promptly, including when I ask for help.' (HSCS 3.17); and 'My needs are met by the right number of people.' (HSCS 3.15)

**This requirement was made on 1 May 2025.**

### Action taken on previous requirement

Staffing arrangements were found to be effective in meeting children's care and support needs. During the inspection, staffing levels were within ratios, with six children supported by two staff for the majority of the session. Children's care and support needs had been reviewed, and adjustments were made to the layout and accessibility of the environment. This included changes to the outdoor space, such as the erection of a fence and gate to improve supervision and utilising a different door to access the outside space which allowed staff to maintain clear sightlines between indoor and outdoor areas. These measures ensured that staff deployment was informed by the needs of the children and the design of the service.

Staff worked well together to provide consistent supervision and support. Communication was effective, with walkie talkies beginning to be used to coordinate movement between spaces, reducing disruption and maintaining safety. The team had clear procedures for managing intimate care, ensuring children were supervised appropriately while maintaining access to outdoor play at other times. Indoors, the environment had been developed to offer more stimulating and engaging resources, resulting in children being absorbed in play with fewer interruptions. These actions demonstrated that staffing arrangements were responsive to children's needs and supported quality experiences for children.

This requirement has been 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 support children's health, safety and wellbeing, the provider, manager and staff should review and improve the snack and mealtime experiences. This should include, but is not limited to:

- a) reviewing and improving staff deployment and practice to, ensure children are effectively supervised whilst eating;

- b) promoting opportunities for developing children's independence and language skills; and
- c) involving children in the preparation and delivery of snack.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'I can enjoy unhurried snack and mealtimes in as relaxed an atmosphere as possible.' (HSCS 1.35); and 'I can drink fresh water at all times.' (HSCS 1.39).

**This area for improvement was made on 1 May 2025.**

#### Action taken since then

Snack and mealtime experiences had been improved and were supporting children's health, safety, and wellbeing. Children had been well supervised during these times, with staff sitting alongside them to support independence and social skills. Staff had engaged in nurturing conversations, encouraging children to talk about foods and try new fruits, while younger children had been supported to follow routines.

Opportunities for independence had been promoted, such as pouring drinks, serving snack and meal accompaniments and clearing plates. Children had been involved in preparing snack, and while this could have been developed further, the arrangements in place had ensured mealtimes were relaxed, safe, and supportive of children's wellbeing.

We suggested that ongoing monitoring, as part of quality assurance processes, would help to further develop children's experiences, ensuring continued improvement and consistency in practice.

This area for improvement has been met.

#### Previous area for improvement 2

To keep children safe and healthy and to promote their wellbeing, the provider should ensure effective infection prevention and control practices are in place. This includes but is not limited to ensuring:

- a) that correct hand washing routines are established and maintained, according to infection prevention and control guidance;
- b) items, such as water bottles, which have been stored and used in general areas are not used at tables where food is served; and
- c) resources for play and learning are not stored in toilet areas.

This is to ensure that infection prevention and control practices are consistent with the Public Health Scotland document: Health protection in children and young people settings, including education.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'I experience high quality care and support based on relevant evidence, guidance and best practice.' (HSCS 4.11).

**This area for improvement was made on 1 May 2025.**

#### Action taken since then

Infection prevention and control practices had been improved and were effectively supporting children's health, safety, and wellbeing. Resources for play and learning were no longer stored in toilet areas, water bottles were kept in a designated space, and separate cups were used at snack and mealtimes.

Handwashing routines had been established before and after lunch, and most children washed their hands after outdoor play, with younger children receiving prompts from staff when needed. These measures ensured safe and hygienic practice.

We suggested that ongoing monitoring, as part of quality assurance processes, would help to further sustain consistency in practice.

This area for improvement has been met.

## Previous area for improvement 3

The provider should ensure improved outcomes for children by implementing effective systems of quality assurance. To do this the provider should, at a minimum, ensure:

- a) the manager effectively monitors the work of each member of staff and the service as a whole; and
- b) clear and effective plans are in place for maintaining and improving the service.

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 1 May 2025.**

## Action taken since then

Quality assurance systems had been strengthened and were operating effectively. Dedicated management time had been allocated to support leadership, and a quality assurance calendar had been drafted to guide monitoring activities. Staff had opportunities to look outwards with peer observations across cluster nurseries starting. Staff reported that they had clearer expectations within their role and greater confidence in tracking children's progress. Documented self evaluation had focused on key areas such as the environment, mealtime experiences, and staff deployment, ensuring that improvements were planned and implemented. As a result, children had benefited from a service that was better monitored and adapted to meet their needs.

Monitoring of staff development had also started to be embedded into practice. Since the last inspection, the manager had provided regular feedback through discussions and visits and was beginning to establish a more formal support and supervision structure. Personal development reviews had taken place, helping staff identify strengths and areas for growth, while child protection training and visits to other services had supported continuous improvement. As a result, the environment had been enhanced with more varied and engaging resources, reflecting ongoing self evaluation. Overall, children experienced a safer and more stimulating learning environment which promoted their wellbeing and development.

This area for improvement has been met.

## Previous area for improvement 4

To ensure children receiving personal care are effectively supported, the provider should, at a minimum, ensure that appropriate nappy changing facilities are available which comply with best practice guidance.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'I experience high quality care and support based on relevant evidence, guidance and best practice.' (HSCS 4.11).

**This area for improvement was made on 1 May 2025.**

#### Action taken since then

Nappy changing facilities had been improved and were found to align with best practice guidance. The changing table had been moved from the staff toilet area into a designated cubicle within the children's toilet space, with appropriate ventilation, lighting, and temperature ensuring a comfortable environment for children. A separate nappy bin and appropriate PPE was accessible to support the nappy changing process and areas within the changing space were clutter free, allowing them to be cleaned easily. As a result, children experienced safe, hygienic, and dignified personal care that supported their wellbeing.

This area for improvement 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](http://www.careinspectorate.com).

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