Strawberry Field Out Of School Care
Day Care of Children

Back O' Hill Farm
Whirlie Road
Houston
Johnstone
PA6 7BY

Telephone: 01505 615 315

Type of inspection:
Unannounced

Completed on:
10 November 2021

Service provided by:
Strawberry Field Nursery

Service provider number:
SP2003001022

Service no:
CS2003004890

About the service

This service was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Strawberry Field Out of School Care service operates from purpose-built premises in the Houston area of Renfrewshire. Children have access to two large playrooms and two smaller playrooms, an enclosed outdoor play area and larger outdoor play area. The service's conditions of registration are:

1. The care service will be provided at: Back O' Hill Farm, Whirlie Road, Houston, Johnstone PA6 7BY.

2. To provide an out of school care service to children attending Primary 1 to the first year of secondary school.

3. Staffing ratios as stated in the National Care Standards Early Education and Childcare up to the age of 16 years (Appendix A) must be maintained at all times. A minimum of 2 adults must be present at all times.

4. Times of operation and number of children to be cared for at any one time - During term time - a maximum of 60 children may be cared for from 7.30am until 9.00am and 3.00pm until 6.30pm. During school holidays, in-service days and school closure days - a maximum of 32 children from 7.30 am until 6.30pm. During periods when only some schools will be closed - a maximum of 60 children from 7.30am until 9.00am and from 3.00pm until 6.30pm and a maximum of 32 children from 9.00am until 3.00pm.

What people told us

As part of our inspection process we contacted five parents by email. Two parents responded. They told us about the positive experience they have had using the service. Their comments in response to our questions of: "Are you happy with the quality of care and support that your child is given?" and "Do you feel staff know your child well?" included:

"I am very happy with the care and support my children are given."

"Yes, all the staff are extremely friendly and know my children well. They are supportive of any needs and clubs they attend."

"Yes, very happy, my eldest daughter went to Strawberry Field for 10 years (the nursery before out of school) and my youngest has attended since starting school (after the nursery ceased) they love it and the staff are so welcoming and really care about the kids."

Self assessment

A self assessment was not requested as part of this inspection visit.

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	4 - Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

The children were happy and settled and had fun as they freely followed their interests indoors and outside. This empowered children to be responsible and lead their own play and learning.

Staff interacted warmly with children and all staff had a good understanding of when to intervene and when to step back. For example, we observed children asking staff to be actively involved in their game of pool and octopus tig. This supported children to feel secure and valued.

We sampled five children's personal plans and found these contained the relevant information to keep children safe. Staff had began to incorporate the SHANARRI wellbeing indicators to plan how they would support children's learning, development and wellbeing. The service should continue to ensure children's personal plans are reviewed and updated within the required timescales. (See recommendation 1 under Quality of management and leadership.)

Staff engaged with children during snack time and children told us they enjoyed the variety of snacks they were offered. One child told us: "I had a lovely snack today it was potato waffles and fruit. The fruit keeps us healthy and I can go and get a drink whenever I want." This supported children to make healthy choices and encouraged their independence.

We were satisfied that the service had very good infection control procedures in place to support a safe environment for children. Such as, children being supported to wash their hands well and good ventilation of the premises.

Children who required medication had the appropriate permissions and records of administration in place to keep them safe. Medication was stored appropriately. We discussed with the management team sending home any medication not currently required by individual children.

Staff demonstrated a very good understanding of their role and responsibility in keeping children safe. Staff had appropriate knowledge of the service's processes should they have a concern. We discussed with the management team about updating their Child Protection policy to ensure the relevant professional services' contact information is included.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

The indoor environment was safe, bright and well maintained. The range of play spaces offered a variety of learning opportunities for children. For example, a quiet area, a creative area and games area. This supported children in directing their own play and learning.

To ensure children were safe and protected from harm, a range of risk assessments was in place for the outdoor and indoor environments. These were regularly reviewed to reflect the current environments.

The outdoor areas were designed to provide both undercover or out in the open play spaces. Direct access from the playroom to the outdoor area allowed children to move between the spaces freely. This provided opportunities for children to have access to fresh air and exercise daily.

A variety of well maintained, age appropriate resources was available for children to access independently indoors and outdoors. To enhance children's outdoor experiences further, we suggested introducing loose parts. This will support and promote children's curiosity and enquiry. We shared the Loose Parts toolkit to assist the management team in planning and developing this area of practice.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of staffing

Findings from the inspection

Staff had developed good working relationships with each other and children. It was clear there was a feeling of mutual respect between children and staff. This supported children to feel valued.

Since the last inspection, staff had undertaken some further training to support individual children's needs. Some staff discussed how this training had impacted their knowledge and practice. All staff should

continue to undertake training relevant to their childcare role. This will support staff to develop their practice and skills.

Staff spoke highly of the management team and told us they felt very supported. It was evident through our discussion with both staff and management that leadership roles and the introduction of new initiatives was the responsibility of the management team. We discussed with the management team the benefits to staff, children and families of staff developing their own leadership roles within the service. We suggested, with the support of management, staff should begin to undertake leadership roles within the service which link to their skills and interest. This will ensure staff continue to feel valued and promote positive outcome for children and families. (See recommendation 1.)

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. To promote positive outcomes for children and their families, the management team and staff should develop a shared leadership approach. This should include, but not be limited to, staff leading initiatives that are matched with their particular skills or interest.

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)

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

The service had made good progress in relation to this theme

Staff and management were working together to further develop children's personal plans and this was included in the service's development plan. The management team should continue to review children's personal plans to ensure they are completed and reviewed within the required timescales. (See recommendation 1.)

A development plan indicated areas the service had identified as requiring improvement. To ensure children, families and staff benefit from a culture of continuous improvement, the management team should continue to ensure priorities and targets are manageable and achievable within the relevant timescales.

The management team had introduced monitoring processes since the last inspection. This included the manager of the service carrying out playroom observations of staff practice. The management team should continue to review these regularly and continue to discuss next steps with the staff team.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. To ensure children are supported and their wellbeing needs met, management should ensure that personal plans are reviewed and updated within the required timescales.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state that: "My personal plan is right for me because it sets out how my needs will be met, as well as my wishes and choices." (HSCS 1.15)

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

The manager and staff, in partnership with parents/carers, should ensure that all children have in place a detailed personal plan that sets out how children's health, learning or development will be supported. This should be reviewed and evaluated at a minimum of six monthly intervals.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: "My personal plan (sometimes referred to as a care plan) is right for me because it sets out how my needs will be met, as well as my wishes and choices" (HSCS 1.15) and in order to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Service) Regulations 2011, Regulation 5 Personal Plans.

This recommendation was made on 13 May 2019.

Action taken on previous recommendation

Personal plans were in place for all children. Management should continue to ensure these are reviewed and updated within the required timescales.

Recommendation 2

Staff should continue to develop their knowledge and skill base using self evaluation to reflect on how they can use knowledge and skills to continually improve their practice to support children's developmental progress.

This is to ensure 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 recommendation was made on 13 May 2019.

Action taken on previous recommendation

The management and staff are using How Good is Our Early Learning and Childcare? to evaluate aspects of their service. We are satisfied with the progress made on this recommendation.

Recommendation 3

Staff should on a regular basis revisit the codes of practice and the Health and Social Care Standards reflecting on what this means for practice, making any changes as needed to ensure children's rights are upheld and they have the best possible experience whilst in the care of staff.

This is to ensure 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 recommendation was made on 13 May 2019.

Action taken on previous recommendation

Staff were issued with a copy of the codes of conduct. These are revisited at each team meeting to ensure staff are aware of their responsibilities.

Recommendation 4

Monitoring procedures should be further focused on improving children's experiences and outcomes.

This is to ensure 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 recommendation was made on 13 May 2019.

Action taken on previous recommendation

The management team have introduced a monitoring programme which includes: room observations of staff practice, questionnaires and a children's committee.

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	
7 Mar 2019	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 3 - Adequate 3 - Adequate
24 Nov 2017	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 3 - Adequate 3 - Adequate 3 - Adequate
12 Sep 2016	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate Not assessed 3 - Adequate Not assessed
14 Nov 2013	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 4 - Good 5 - Very good
11 Nov 2010	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good

Date	Type	Gradings	
22 Feb 2010	Unannounced	Care and support	3 - Adequate
		Environment	3 - Adequate
		Staffing	2 - Weak
		Management and leadership	3 - Adequate

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