Bardykes Farm Nursery School
Day Care of Children

Bardykes Farm
Bardykes Road
Blantyre
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Telephone: 01698 822 212

Type of inspection:
Unannounced

Completed on:
21 February 2023

Service provided by:
Bardykes Farm Nursery School

Service provider number:
SP2003001443

Service no:
CS2003006362

About the service

The service is situated in the grounds of Bardykes Farm in Blantyre in the original Dairy building. The children regularly have contact with the farm animals and enjoy caring and learning about a range of animals. The nursery building has three playrooms, toilets with changing area, office, and basic kitchen facilities to allow snack preparation. There are also a large outdoor playroom with toilets, adjacent to the main building. Outdoor areas can be easily accessed, and the wider farmland is routinely used by the children.

The service is registered to provide daycare for 44 children aged from two to those not attending primary school. A maximum of 10 children can be aged between two and three. The service operates Monday to Friday from 08:00 to 18:00 throughout the year. The nursery is in partnership with South Lanarkshire Council.

About the inspection

This was an unannounced inspection visit which took place on Tuesday 14 February 2023. The remainder of the inspection was carried out virtually. 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 25 people using the service and nine of their families
- spoke with ten members of staff and management
- observed practice and daily life
- reviewed documents
- received information from one external professional.

Key messages

- Staff were kind, caring and nurturing in their interactions with children. They knew the care and support needs of all children in their care very well and ensured their individual needs were met throughout the day.
- Free flow access between the well-resourced indoor and outdoor environments provided children with a wide variety of excellent play and learning experiences suited to their needs and stage of development.
- Staff were deployed well throughout the service to ensure there was the right number of staff with the right skills and experience to meet children's needs throughout the day.
- The managers and depute were very experienced, skilled and knowledgeable. They worked closely with the staff team who were enthusiastic, motivated and committed in ensuring positive outcomes for all children in their care.
- The service worked in close partnership with parents/carers and professional agencies to ensure all children's needs were met, with their views and suggestions respected and followed.

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 care, play and learning?	5 - Very Good
How good is our setting?	5 - Very Good
How good is our leadership?	5 - Very Good
How good is our staff team?	5 - Very Good

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

How good is our care, play and learning? 5 - Very Good

We found significant strengths in aspects of the care provided and how these supported positive outcomes for children, therefore we evaluated this key question as very good.

1.1. Nurturing Care and Support.

Children were happy, and settled in their environment. They moved freely between the indoor and outdoor environment with ease throughout the day. Children were confident and led their own play. To support children to feel secure and loved, interactions between staff and children were kind, caring and warm. The service ethos and environment provided rich learning and care experiences. They enjoyed homely spaces for children to relax and chill. We saw children enjoying role play and turn taking with their friends. They were supported to mirror their personal routines from home, for example sleep times.

The lunch experience was sociable and unhurried. Children brought their own lunch from home and staff sat down with theirs to eat with them. There were lots of positive conversations, staff supported and praised them throughout. The afternoon tea/snack was delightful. They were able to choose fresh and wholesome snacks, attractively presented to encourage children to eat healthy home made soup, fruit and vegetables. They told us they were using very 'precious cups and saucers, these were made of china.'

We saw that children had a voice and took part in children's consultation, this empowered them to direct their own learning journey. Younger children were nurtured with lots of cuddles, songs and storytelling. The nursery had an emphasis on a human rights based approach to be loved and comforted. This enabled the child to realise their own potential and go on to live healthier lifestyles.

A parent stated 'Both of my children have built close relationships with not only their key workers but all of the staff within their rooms and the management team. They enjoy going to nursery as they are greeted with a warm welcome and respected throughout the day. My children are comfortable in nursery and have the freedom to be who they are.'

The service worked closely with universal specialists to support staff to work with children who may face challenges.

Children enjoyed creative, physical play with the large loose parts outdoors. We know that children thrive and gain emotional resilience when they take risks and challenges.

The service celebrated mental health. A mindfulness specialist visited the children and they enjoyed the peaceful and thought-provoking methods to self regulate. We saw that children were offered a mindfulness session in a quiet room with the member of staff who used mindfulness techniques to encourage children to be calm, listen to sounds and express themselves.

We observed the medication was stored correctly and safely within the playroom and staff were clear on the procedures to administer medication correctly.

Parents told us they had good relationships with the nursery staff team. They were invited to air their views/comments on children's learning logs and the nursery social media site. This enabled parents to become part of the nursery life.

Staff were aware of keeping children safe and protected. They have recently undergone child protection.

1.3. Play and Learning

Children learned new skills. For example, 'wood working to make birds' feeder houses' and 'harvesting wheat to bake bread.'
The implementation of woodwork and harvesting had been by the creative and innovative staff team, 'planning in the moment' to extend the learning of the children's interests, creativity, self directed activity and risk awareness. The children were intrinsically motivated to learn, worked at their own pace and set their own challenges and goals. The most significant observation was the children's high levels of engagement and sustained thinking. Photographs and a video were available to view of the children in a 'state of flow' with their concentrating, making decisions, persevering and solving problems. This promoted children's self esteem and sense of achievement. This enabled them to become confident individuals. Children were encouraged to take part in various outdoor areas and took part in risk versus benefit active play, for example climbing trees and creative thinking with the large open spaces play. This encouraged children to use their higher thinking skills to empower them when making decisions.

They had participated in a 'Sustainability Project' planting and growing vegetables, flowers and fruit etc. We observed the children feeding and caring for the animals. They learned about the 'cycle of life.' This included collecting hens eggs and caring for the little chicks. They were learning about 'eco awareness.' They had been awarded their second green flag towards their eco friendly initiatives, for example the whole family were being encouraged to fill plastic bottles with all other plastics. The 'eco bricks' were planned to make an outdoor children's shelter.

How good is our setting? 5 - Very Good

We found significant strengths in aspects of the care provided and how these supported positive outcomes for children, therefore we evaluated this key question as very good.

2.2: Children experience high quality facilities

Staff were aware of the importance of safety at entrances, exits and throughout the building to ensure children's safety. They were aware of the Care Inspectorate's safety awareness campaign, 'Keeping Children Safe - Look, Think, Act' and had displayed posters and shared safety information with families. More information can be found on our website at www.careinspectorate.com.

The nursery operated from farm land, children benefited from large green spaces, a play hub and indoor playrooms, these were spacious and bright with lots of natural light. All areas were well-ventilated and each playroom had direct access to a well-resourced enclosed outdoor play area. This meant children had sufficient resources and suitable spaces to play and rest within a safe and secure environment. Additional areas, rooms and spaces were used effectively to provide nurture times, sensory play, malleable and loose parts play. A wide variety of resources were easily accessible to children. There was a balance of organised and freely chosen play, including open ended and natural materials. These were accessible to children at both ground and higher levels which meant they could make choices and access these areas more independently.

All areas were clean, tidy and well-maintained. Very good infection prevention and control measures were in place throughout the building to ensure high levels of safety for children. Rooms were well furnished throughout with cosy corners, cushions and dens to create a comfortable and homely environment. Staff observed children's preferences and play to adapt and extend particular areas. One example, was the newly built outdoor play hub and toilets. This was used in various ways to enhance children's opportunities including but not limited, to house an animals corner, mud kitchen and malleable play. As a result children were having fun in imaginative and more challenging play experiences.

How good is our leadership? 5 - Very Good

We found significant strengths in aspects of the care provided and how these supported positive outcomes for children, therefore we evaluated this key question as very good.

3.1 Quality assurance and improvement are led well.

The well experienced manager and depute worked well together with the owners. They had been pro-active in bringing the whole management and staff team together through increased, meaningful meetings and consultations. Examples included updating the vision, values and informing the improvement plan.

Strong relationships and partnership working were well established with parents and professional agencies. One external professional commented 'At Bardykes I always feel welcomed by both staff and children. Children are keen to show me what they have been doing/are doing and appear safe, happy and content within the environment. Staff are willing to share all relevant information and take suggestions on board. They are happy to consult with me both formally and informally and are keen to provide feedback on what is and is not working.'

Views of children and families were sought, respected and included. Evaluations of these positively informed practice within the service. Plans were in place to further engage with families through learning journals, questionnaires and social media.

The increased opportunities for staff to feel confident in sharing their ideas, leading change and sharing responsibility for areas had a positive impact. Staff were enthusiastic as they shared examples of where they had led initiatives and implemented change to ensure positive outcomes for children and how they had been involved in devising the current improvement plan. Staff told us, 'We can have our say.' 'We feel valued, respected and included within the nursery. This has led to the agreed improvement priorities.'

Robust monitoring systems were in place. The use of good practice documents, monitoring and self-evaluation enabled the management and staff team to provide a very good service, where high quality care, support and learning through play had resulted in positive outcomes for children and their families.

The management team ensured that effective and robust systems were in place to monitor and sustain a high quality of service. This contributed to children and families experiencing consistently positive outcomes.

The service had robust safer recruitment processes in place.

How good is our staff team? 5 - Very Good

We found significant strengths in aspects of the care provided and how these supported positive outcomes for children, therefore we evaluated this key question as very good.

4.3 Staff deployment.

There were sufficient numbers of staff in place to meet the varied needs and number of children in attendance. Consideration was given to the different experience, skills mix and knowledge of the staff team within playrooms. This ensured children's needs were met, children were supported and felt safe and secure. Lunch times and staff breaks had been organised well. Staff were deployed effectively to meet children's needs, while also ensuring staff had time to rest and refresh. The staff team were well trained and highly motivated. They spoke with a sound understanding of meeting children's individual needs.

Staff spoke gently and respectfully to children, with their care and support being the main focus. There was a warm, welcoming atmosphere and staff worked well as a team. They were flexible, supported each other and communicated well to colleagues and children when having to attend to another task. This ensured minimal disruption to the children's day and built trusting relationships. One member of staff told us, 'We have a really supportive management and staff team currently.'

Staff had established trusting relationships with families. Good communication systems supported this. Parents told us, 'We, as parents and also our child have been made to feel so welcome. Everything has been so positive and welcoming.' 'I think my child is cared for excellently and my daughter loves all of her teachers.'

All staff were registered with the Scottish Social Services Council. The organisation that regulate workers.

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 care, play and learning?	5 - Very Good
1.1 Nurturing care and support	5 - Very Good
1.3 Play and learning	6 - Excellent

How good is our setting?	5 - Very Good
2.2 Children experience high quality facilities	5 - Very Good

How good is our leadership?	5 - Very Good
3.1 Quality assurance and improvement are led well	5 - Very Good

How good is our staff team?	5 - Very Good
4.3 Staff deployment	5 - Very Good

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