Grantown Primary School Nursery
Day Care of Children

Grantown Primary School
South Street
Grantown-on-Spey
PH26 3HZ

Telephone: 01479 872525

Type of inspection:
Announced (short notice)

Completed on:
11 December 2019

Service provided by:
Highland Council

Service provider number:
SP2003001693

Service no:
CS2003013509

About the service

This service has been registered since 2002.

Grantown primary school nursery operated from an annex extension linked to the school in Grantown on Spey. The nursery children enjoy direct access to their own secure playground which was well resourced. The children also have access to facilities across the road within the main school playground and building.

We noted the school aims included in full in the handbook to be:

Staff and learners to give their best of each other
To provide high quality learning experiences and challenges
To encourage learners to be positive about themselves and their learning
To develop resilience and perseverance
To value, respect and include everyone

At present the nursery is registered to provide a care service to a maximum of 31 children at any one time aged 2 years to those not yet attending primary school. A maximum of three children may be aged between 2 and 3 years.

The Care Inspectorate is committed to improving the health and wellbeing of all children receiving a care service. We want to ensure they have the best start in life, are ready to succeed and live longer, healthier lives.

We check services are meeting the principles of Getting it right for every child (also known as GIRFEC). Set up by Scottish Government, GIRFEC is a national approach to working in a consistent way with all children and young people. It is underpinned by the principles of prevention and early intervention. The approach helps services focus on what makes a positive difference for children and young people - and what they can do to improve. Getting it right for every child is being woven into all policy, practice, strategy and legislation that affect children, young people and their families.

There are eight wellbeing indicators at the heart of Getting it right for every child. They are: safe; healthy; achieving; nurtured; active; respected; responsible; and included. They are often referred to as the SHANARRI indicators. We use these indicators at inspection, to assess how services are making a positive difference for children.

What people told us

We distributed 11 care standard questionnaires (CSQs) to the service for parents/carers of children using the service. Eight completed questionnaires were returned to us before the inspection. We had the opportunity to speak with a number of parents over the course of the inspection. Five of those who completed our questionnaires strongly agreed that they were happy with the quality of care and support their child received while in the service. A further three agreed with this statement.

They told us: (My child) "is so happy going to nursery.... nursery staff are fantastic and understand him well. Taking into account it has only been seven months (June 19) there has been really positive improvements to the nursery and with time I am sure that many more will follow."

Another commented "The nursery has improved hugely since January. It is cleaner, brighter and de-cluttered. The atmosphere is more positive and organised."

Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We looked at their own improvement plan and quality assurance paperwork. These demonstrated their priorities for development and how they were monitoring of the quality of the provision within the service.

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	5 - Very Good
Quality of management and leadership	5 - Very Good

Quality of care and support

Findings from the inspection

We inspected this quality statement and found there to considerable improvement following on from the last inspection and graded the theme to be very good.

We saw that children were busy and purposeful. It was apparent that the children had developed positive and trusting relationships with the staff. The children made very good use of the space and resources available to them. The resources supported children's independence, providing them with opportunities to investigate and be creative.

Children were encouraged to be safe, responsible and active. Staff were observed to be flexible and moved between areas as required. The staff made very well judged interventions, bringing the children together when they felt this was needed and allowing them space to work through ideas and activities.

Staff were respectful and encouraging towards children, giving time where needed, to find their own solutions to problems encountered during their learning and play. We saw that the staff knew the children and their parents well. We found staff to be very respectful and accommodating whilst promoting children's independence during visits by the children to the toilet.

Parents we spoke with were very happy with the support that their children were given whilst at the nursery. They remarked on how well their children had progressed with their learning and had become more confident and social since attending the nursery.

We saw that children were happy and enjoyed active play daily in the nursery garden and on other occasions on trips to the woods. Informal information sharing took place regularly at the start and end of each session and was supported by entries in the children's learning journeys which parents found to be useful and informative. Recording linked to observation and assessment were more evaluative than noted previously. Staff are aware that they need to continue to embed the identification of appropriate targets linked to each child's learning and development.

Children were keen to chat to us about their activities and what they had enjoyed. Photographs, artwork and

mind maps were displayed around the nursery, which showed children enjoying different activities and outings as well as images of their favourite themes. Children shared with us their knowledge and interest of the Fire service which was the focus of a display on one of the display boards. Children had opportunities to experience music and the French language from visiting adults both activities said to be successful in proving challenge and interest.

Newsletters and displays shared information with parents who were welcomed to come into the nursery to stay and play sessions. We noted children's transition to primary one was well managed and met the needs of the children attending.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

We inspected this theme and found it to be improved as a result it was grade very good.
We would like to acknowledge that a great deal of work had been carried out by staff and parents/carers to improve the quality of children's experiences. This included painting the classroom to ensure the colour scheme became muted and conducive to a relaxing learning environment. We noted that there are plans to further upgrade the physical resources and were encouraged by staff continued enthusiasm to build on the current experiences available to children using the service. Changes to where the Wrap service operates were also reviewed and found to have improved the resources and experience of those using this element of the service.

The children were given daily opportunities to participate in free flow outdoor play. The outdoor area was of a very good standard with a range of natural and traditional resources. We observed children exploring, experimenting and being creative in their learning and play. Staff had worked to develop the children's experiences particularly with the ongoing development of 'loose parts' which was now established.

Staff had very good knowledge of the resources available within the community and we saw evidence of how they had used this during previous topics and learning experiences. Children we spoke with discussed how they could use scrap wood and real tools to make items of interest.

The outside shed and contents were more accessible to children and they could self select items from this. Children access to book further supported with a "Book nook "and "cosy corner" with adult /child comfortable seating to promote story telling and literature. Children had access to suitable toilets and a nappy change area. We noted that staff were observant and were aware of children using the toilet. They reminded children of the need for good hand hygiene to keep themselves healthy.

We observed children having snack together and found this to be a very positive experience with flower on the

tables. Children's independence was well supported through the snack routine. Children washed their hands before selecting plates and tumblers and helped themselves to the food from the healthy fruit choices available. Milk was available to drink and children poured this independently.

Children were encouraged to be as independent as they could be and were encouraged to sort out disagreements between themselves with the support of an adult, if required. Interventions by staff were sensitive and timely. Lunchtimes were also well supported with meals being transported to the nursery by Canteen staff.

We observed positive interactions and engagement. Staff supported children in their chosen activities. Children sought resources from the garden shed and they were given additional assistance to retrieve these when this was required. Staff were observed to support children well and to be child centred, patient and nurturing in their interactions. We spoke with one parent who highlighted the range of resources and outside play was a factor in continuing to use the service.

Staff indicated that the long term issue with the electronic whiteboard had impacted on how they support learning and children's independent play. However we were informed other resources are able to be used to address this issue should a economic repair not be viable.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of staffing

Findings from the inspection

We inspected this theme linked to Staffing and found the service and staff to be operating at a very good level. The staff team with the support of the acting depute head teacher been focussed on self evaluation of the service. This has been supported by linked to best practice guidance and learning from training provided over the last 12 months. The time and dedication given by staff and management has been evident in improvements made and plans for further development. The staff team in the nursery is now more stable consequently staff knew the children well and intervened appropriately when required. Staff were knowledgeable about the needs of individual children and their families within the setting. Staff were involved in working with parents to support children's learning at home. This was facilitated through the sharing of learning journeys and all about me records. This was considered to be very helpful and supported other extended families' involvement in the child's nursery experiences.

Staff were always striving to be available to meet with parents to discuss any concerns. This was confirmed by the parents, who were very happy with the way staff made time to share observations about progress. We noted that parents found the staff very easy to engage with as well as being friendly and approachable and if they had a concern they would discuss with the staff group directly.

Children responded very well to staff. All staff within the setting had a calming manner and influence on the children, with staff taking time to listen to the views and thoughts of the children with whom they worked.

We saw that the relationships between all staff were very good. The head teacher, acting depute head teacher and nursery staff were respectful of each other and valued each other's support. We observed staff to be positive, aspirational and focussed on making best use of training provided to enhance opportunities and outcomes for children attending.

Staff were aware of their responsibilities linked to their professional registration and the need to maintain their competence through ongoing training.

Staff had a good understanding of their role and responsibilities regarding any child protection issues which may arise in the future. All staff had undertaken training and we were told child protection training would remain a regular facet of staff training.

We would encourage the staff team to continue to review the Health and Social Care Standards in their review of the service to help with ongoing self evaluation as to the quality.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

We inspected against this team and found the management and leadership to be operating at a very good standard.

Following the previous inspection the local authority responded by providing new temporary senior management to address the issues identified. This response has supported considerable improvement across the service.

Having dedicated management linked to the nursery has facilitated the formation of trusting professional relationships.

We noted that regular staff meetings take place to support planning and review of progress.
Identified areas of improvement are linked with the school improvement plan which are currently focussed on numeracy, literacy and the outdoor environment. The early years development officer has also supported the school with the ongoing review.

The deputy manager has provided opportunities for staff to have regular support, supervision meetings and annual appraisals have taken place. Following targeted training including twilight sessions, staff have willingly engaged with process and become increasing confident in their roles. This process has led to more reflective practitioner's who feel part of a team focussed on improving experiences and outcomes for those using the service.

During this inspection it was noted the current acting depute head teacher has been appointed manger of the service starting in the new term. The continuity of manger is welcomed by nursery staff and believe the current very good progress linked to the ongoing self evaluation of the service by staff will continue to focus the team on improving outcomes. Given the pace of change we suggested that staff be afforded a second opportunity to meet individually with the manager to review progress and identify individual learning outcomes.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

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

Previous requirements

Requirement 1

We require the provider of the service to ensure chronological records linked to the care of children are fully maintained and stored securely.

This is in order to comply with Regulation 4 (1) (a) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (Scottish Statutory Instrument 2011/210).

Timescale - This requirement is to be completed by 12 October 2018.

This requirement was made on 25 February 2019.

Action taken on previous requirement

We discussed this requirement with the head teacher noted records held securely and deemed this requirement to be met.

Met - within timescales

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

Previous recommendations

Recommendation 1

We would ask the service to ensure that care plan documentation used to record children's personal and individual care needs reflecting the SHANARRI wellbeing indicators, is shared and understood by all staff caring for the child.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'my 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)

This recommendation was made on 25 February 2019.

Action taken on previous recommendation
Staff are more aware of detail required and care plans sampled provided evidence of current child centred plans. This recommendation has been met.

Recommendation 2

The manager or appropriate person regularly audits accident and incident reports to identify common features and how the service intends to minimise any identified risks to children.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state that, 'my care and support is provided in a planned and safe way, including if there is an emergency or unexpected event'. (HSCS 4.14)

This recommendation was made on 25 February 2019.

Action taken on previous recommendation
Regular overview now undertaken. This recommendation has been met.

Recommendation 3

Staff should ensure they are familiar with current best practice guidance.

This is to ensure care and support is consistent with the Health and Social Care Standards which state that, 'I experience high quality care and support based on relevant evidence, guidance and best practice'. (HSCS 4.16)

This recommendation was made on 25 February 2019.

Action taken on previous recommendation
Practice guidance has been reviewed supported through staff meetings and individual access through Care inspectorate iHub. This recommendation 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.

Enforcement

No enforcement action has been taken against this care service since the last inspection.

Inspection and grading history

Date	Type	Gradings	
27 Sep 2018	Announced (short notice)	Care and support Environment Staffing Management and leadership	3 - Adequate 4 - Good 3 - Adequate 3 - Adequate
6 Jun 2017	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good Not assessed Not assessed
10 Feb 2016	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 5 - Very good 4 - Good
30 Nov 2012	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 4 - Good
30 Sep 2009	Announced (short notice)	Care and support Environment Staffing Management and leadership	5 - Very good 4 - Good 4 - Good 4 - Good

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Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

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