Gairloch (English) Nursery
Day Care of Children

Gairloch Primary School
Auchtercairn
Gairloch
IV21 2BP

Telephone: 01445 712165

Type of inspection:
Unannounced

Completed on:
3 December 2019

Service provided by:
Highland Council

Service provider number:
SP2003001693

Service no:
CS2003013585

About the service

This service has been registered since 2002.

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.

The nursery is operated by Highland Council. The nursery operates Monday to Friday, term time only. It is located within Gairloch Primary School and the head teacher manages the nursery. The nursery premises consists of a playroom with kitchen area, large reception area with cloakroom facilities and notice boards. There is an enclosed outdoor play area directly accessible from the playroom. The nursery could also access the school playground and playing fields for energetic physical play.

Gairloch (English) Nursery is registered to provide a care service to a maximum of 22 children, from the age of three years to those not yet attending primary school. At the time of the inspection, Gairloch (Gaelic) Nursery provision which is also provided by Highland Council, was operating as part of the nursery on Friday mornings.

What people told us

There were nine pre-school age children present during the inspection. We observed the children freely taking part in a range of activities both individually and in groups. The children were all very happy and relaxed in the care of the staff. While having their lunch in the main school canteen, several of the older children told us what they enjoyed most about attending nursery. Being outdoors and having the opportunity to play with a range of resources, especially those involving water and mud, was particularly popular.

Three parents and carers spoke with us during the inspection and one gave us feedback through our questionnaires. The parents were all very positive about the standard of care provided by the service and the friendliness and approachability of the staff. Parents were of the opinion that their children had made real progress since commencing at the nursery.

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 systems. These demonstrated the service priorities for development, detailing how they were monitoring the quality of the provision within the service, and a clear schedule for improvements.

From this inspection we graded this service as:

Quality of care and support	5 - Very Good
Quality of environment	not assessed
Quality of staffing	4 - Good
Quality of management and leadership	not assessed

What the service does well

During this inspection, we focussed on care and support and staffing. In particular, we looked at communication, how the service met the needs of the children attending and the training and development opportunities for staff. We found that the nursery was providing a service of a high standard.

Establishing positive working relationships with the children and their families was very important to the manager and the staff. As a small service, the staff knew the children and their families very well. We were able to observe very good interaction between the staff and the children in attendance. There was a great deal of laughter and fun. Staff were very welcoming to parents when they arrived to collect their children and provided them with feedback about their child's day. The parents and carers who completed our questionnaire or spoke with us as part of the inspection were all very complimentary about the staff, their friendliness and approachability.

The service operated an open door policy. There were various options in place to communicate with families, share information and encourage feedback. As well as daily informal discussion and feedback with parents at the end of the session, the service made use of newsletters, noticeboards, wipe board and invited parents to attend an activity based session once a term.

The staff were very caring and nurturing in their approach. They were very committed to providing a service of a high standard to the children. Staff had a very good knowledge and understanding of the individual needs of each of the children who attended and had established good working relationships with other professionals to ensure that they were meeting the needs of the individual children in their care. There were written personal plans in place for each of the children.

Encouraging the children to develop a healthy lifestyle was a priority in the service. The children learned about how healthy food is good for them, looking after their bodies and their teeth, taking part in physical exercise and energetic play, and keeping themselves and others safe. We were able to go through a floor book which had been created for the recent theme of 'Our Bodies' which evidenced what the children had learnt on this topic.

There was a small staff team of two who had worked together for approximately two years. They had established a very good working relationship and worked well as a team. The staff were both enthusiastic and

committed to providing a service of a high standard. They welcomed any feedback and suggestions as to how they could continue to develop the service.

There were various options available to staff in relation to training and development. There was in-house training and opportunities to attend external training events. Staff were of the opinion that they have been offered training which had extended their knowledge and their practice and ultimately improved the care experience for the children. They were also proactive in relation to keeping up to date with best practice. Staff appreciated the support they received from the recently appointed manager who came into the nursery on a regular basis.

What the service could do better

During the inspection, we looked at the personal plans in place for the children attending. We reminded the manager and the staff of the importance of regularly reviewing, and where appropriate, updating personal plans and to include parents and carers in this process.

Personal plans should also include the names and contact details for any other professionals involved with individual children. We also discussed having personal plans readily available to staff within the nursery.

Consideration should be given to having regular meetings for all staff and management involved in the early years provision. These meetings should be at a time to allow everyone to attend. Staff should be encouraged and supported to attend to ensure they are all actively involved in the ongoing self-evaluation and development of the service. Such meetings would also allow for the sharing of best practice, information and ideas.

During the inspection we spoke with the manager and the staff about the introduction of the increased hours of free early learning and childcare and how this would impact on staffing. We discussed how the service was proposing to ensure that they maintained appropriate levels of qualified staff. We also discussed the implications in terms of space and layout of the playroom, in particular ensuring there would be appropriate quiet areas.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

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

There are no outstanding recommendations.

Inspection and grading history

Date	Type	Gradings	
19 Dec 2016	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good Not assessed Not assessed
14 Jan 2014	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 4 - Good
8 Jun 2009	Announced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 4 - Good 4 - Good

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