Ullapool Nursery - GM
Day Care of Children

Ullapool Primary School
Quay Street
Ullapool
IV26 2UE

Telephone: 01854 612519

Type of inspection:
Announced (short notice)

Completed on:
20 December 2019

Service provided by:
Highland Council

Service provider number:
SP2003001693

Service no:
CS2003013610

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 service is registered to provide a care service to a maximum of 30 children from three years to those not yet attending primary school at any on time.

The service is now permanently located in the new purpose built resource that is shared with the English Medium Nursery class and is linked to the main building and early level classes.

What people told us

Parents spoken with continued to speak positively about children's care and were very pleased that the new build had recently been completed.

We sent seven Care Standards Questionnaires to parents/carers of children who attended the service. We received five completed questionnaires before the inspection took place. These contained many positive comments regarding the care of the children. Whilst some comment raised concern about need for clarity in respect of allocation of hours prior to the new term.
And one parent stated the were "concerned about child being overlooked in such a large class..."

Self assessment

In line with Care Inspectorate guidance the service did not submit a self assessment this year.
The inspection team sought information from the school improvement plan to assess how the manager and staff and other stakeholders were involved in identifying strengths and areas for improvement linked to the nursery.

From this inspection we graded this service as:

Quality of care and support	5 - Very Good
Quality of environment	4 - Good
Quality of staffing	5 - Very Good

Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

On the day of the inspection we found the service to be operating at very good standard linked to the quality of care.

Only four children were attending during the morning session.

Children were observed happily playing together, children played well together and attempted to access the resources available to them, which had been partially laid out by staff. Children could self select games or activities that interest them.

Children were supported to access the local shop to buy healthy snack and other items needed for the nursery. We observed how staff provided opportunities to promote children's independence and responsible decision making during road crossing helping the children to develop skills to keep safe. Children clearly enjoyed the shopping trip and staff engaged children in activities to support literacy and numeracy development, counting out groceries as they were placed in the basket.

Staff completed and updated learning journeys in respect of the children and these were seen to be up to date.

Positive and nurturing relationships were evident throughout the nursery. Staff knew the children they were supporting. Children approached staff for help and reassurance throughout the session, which demonstrated that they had developed trusting relationships. A small wall gallery was available to promote and celebrate children's achievements linked to their artwork.

Additionally, photographs were used well to share and record children's activities and learning.

The service operated an open door policy. Parents and carers are invited to stay and play sessions where staff and children share work they had been doing linked to promoting active, healthy lifestyles. During the inspection staff shared mind maps to show how children had been involved in planning topics currently people who help us and the role of the Police service.

One parent commented in the care standard questionnaire return that "lots of information given to us about what they are doing (weekly plans) and ask for ideas when they start a new project using a questionnaire.." Other parents indicated regular informal information sharing this was confirmed by our own observations when we observed staff speaking with parents/carers following the session. It was evident that all parties took the opportunity to share or update information linked to the children's wellbeing.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

This was the first inspection since the service had moved in to the purpose built nursery wing physically linked to the established school premises. This design facet has according to staff created an immediate improvement in children and staff perception of having greater sense of belonging to the school community The new design allows easier access to early level classes for shared learning and activities.

The new build still had some snagging issues requiring to be resolved, however it was evident staff and children were benefitting from free flow access to the outside area and the improved resource available in the additional sensory room. The child sized sinks linked to the food prep areas were popular with children and staff were able to share tasks with children and promote independence and the enjoyment of creating healthy snacks to share.

Despite the relatively recent move staff had made good progress in establishing opportunities for children to play and learn. We discussed the challenges of having limited space to display resources and work on the nursery walls. Staff are trying to be more creative as to how they use the entrance area to create display areas. Improved access for parents /carers to children's learning journal was also highlighted as something staff should consider. The nursery building is shared with the English Medium class which uses an adjacent classroom. The partnership with parents/carers has previously been evident through the number of pieces of equipment that had been gifted or manufactured and helped provide an interesting outside play area. Staff are keen to develop the new outside play areas in line with best practice guidance and await the establishment of grassed areas to allow these to take place.

We discussed how the exit door to the garden should be secured so that it does not present a risk to children in the event of it closing without warning. Staff acknowledge that this hazard should be reviewed and steps taken to mitigate the risk.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Following discussion with the manager principle, the early years practioners, parents/carers and children and reviewing documentation and observations of outcomes for children, this service was found to be performing at very good level in relation to this quality theme.

Throughout the inspection we found the staff to be highly motivated to provide good quality care. Staff are to be commended for the effort they showed in their involvement in setting up the new nursery with all the relocation of resources. This was the second time in under two years that the staff had undertaken this task following a previous temporary move.

We continued to see positive and respectful interaction between staff members, the children and their families. We observed the staff taking the time to listen to the children and engage with them, supporting them and remarking on the children's achievements.

The nursery staff were aware of the importance of ongoing training linked to their roles but had some training opportunities. This included child protection training, first aid training as well as training to support children's learning in the Outdoors. We discussed child protection with the staff members and found that they had a good understanding of the professional's roles and responsibilities in protecting children from harm and abuse.

We noted that staff had welcomed the opportunities for increased levels of support through the role, and have been supportive of changes. The staff members felt communication at an informal and formal level with colleagues and the manager was continuing to develop. Staff are keen to continue to develop their practice in relation to target setting and recording children's achievement in the learning journals shared with parents and carers.

We were told that full team meetings for the early level team are now held regularly and attended by the manager of the service. Elements of how staff are supported to engage with the planning and the development of the service are to be further reviewed to underpin and act on staff's desire to engage further with developments to service provision. Staff are aware of online training opportunities and plan to engage further with these resources to support their professional development.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

We found this service was performing at a good level in the areas covered by this statement.
The service had a complaints procedure and no complaints had been made about the service to the Care

Inspectorate since the last inspection. Documentation sampled linked to the new building was seen to be competent and in date.

Staff members indicated that the additional management arrangement with the support of the principal teacher now linked to the nursery had been seen as a very positive measure. Regular meetings with the staff teams from both the English Medium and the Gaelic medium nurseries are taking place. Staff indicated that they feel involved and are able to influence the running of the service. This is seen as a positive measure as is the staff team desire to take into account children and parents and carers interests when considering further developments.

Staff appraisals had taken place and we discussed how this format taken with staff ongoing commitment to the post. Registered training and learning is important in identifying personal aims linked to improved outcomes for the children attending the service.

When evaluating the service we would encourage the ongoing involvement of parents/carers and children and to record and share any actions or developments. We discussed the opportunities to review and assess the service performance through established audit tools.
The manager and staff are aware of the importance of the role in self evaluation to maintain progress. We discussed the care inspectorate pending self assessment framework and the use of best practice guidance in maintaining focus on improvement. Parents and carers can also access the care inspectorate information hub as a reference point. For example recent guidance lined to prevention and management of chocking episodes in babies and children (December 2019) is now available.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

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

There are no outstanding recommendations.

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	
28 Jan 2019	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 3 - Adequate 4 - Good 4 - Good
3 Oct 2017	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 2 - Weak 4 - Good 3 - Adequate
25 Oct 2016	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 2 - Weak 5 - Very good 4 - Good

Date	Type	Gradings	
18 Jan 2016	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 2 - Weak 5 - Very good 5 - Very good
18 Mar 2013	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good
25 Jan 2010	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good Not assessed 4 - Good 4 - Good
14 Nov 2008	Announced (short notice)	Care and support Environment Staffing Management and leadership	3 - Adequate 4 - Good 3 - Adequate 3 - Adequate

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