Hugh Smiley Early Learning and Childcare Centre
Day Care of Children

159 George Street
Paisley
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Telephone: 01416 183 870

Type of inspection:
Unannounced

Completed on:
11 August 2022

Service provided by:
Renfrewshire Council

Service provider number:
SP2003003388

Service no:
CS2003014786

About the service

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

Hugh Smiley Early Learning and Childcare Class is situated in the Paisley area of Renfrewshire. The service is provided by Renfrewshire Council. It is currently registered to provide a care service to a maximum of 55 children: 9 children from birth to under 2 years, 12 children from 2 to 3 years, and 34 children from 3 years to those not yet attending primary school.

The premises are divided into playrooms for different ages and types of play. There is a large fully enclosed outdoor play area, which is partly covered and can be accessed directly from the centre. The aims and objectives of the service include "to provide an enriched curriculum giving all children the opportunity to reach their full potential by delivering excellence and equity in education enabling all children to become successful learners, confident individuals, responsible citizens and effective contributors".

About the inspection

This was an unannounced inspection which took place on 4 August 2022 between 09.00 and 14.00. The inspection was carried out by two inspectors 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 two people using the service and five parents. We spoke with four staff and two members of the management team. We observed practice and daily life and reviewed documents. We completed observations of the care provided and assessed relevant documents that were requested during this inspection. We spoke to management and staff virtually using Teams technology. Feedback was given to the service on 11 August 2022.

Key messages

Staff and management engaged professionally throughout the inspection process.

Feedback from parents was respectful, complimentary and loving.

We could see children, although small numbers, were happy and cared for by staff who had fully embedded nurture principles.

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

Staff were warm and nurturing in their interactions with children. Children were offered cuddles and comfort when needed. This supported children to feel safe and secure.

Lunch time was a calm and unhurried experience. Children were fully involved in the mealtime experience. We saw children in the 3-5 room help to set the table and through they use of CY pad, children were able to use pictures to choose their own lunch. Staff sat with the children and used this time to engage in meaningful conversations about their day or any news the children may wish to share.

Children's overall wellbeing was supported through the use of personal planning, taking account of the SHANARRI wellbeing indicators. Information was available about children, however it was not easily accessible. Following discussion with the management team, and prior to the conclusion of the inspection, the management team had began working on strategies to ensure information could be easily found. (See Area for Improvement 1). This will support staff in ensuring children's individual needs continue to be met.

Staff had very good knowledge about the potential impact on children of adverse childhood experiences and implemented support to build children and family resilience where needed. For example staff and management identified and individual needs children may have and involved other agencies to ensure each child received support that was right for them and their family.

1.3 - Play and Learning

Planning approaches were child centred and responsive to children's interests and life experiences. Staff told us children are asked what they would like to learn about and staff use floorbooks to plan and record this. This supported children to be included and involved in their play and learning.

Children had regular opportunities to access the large outdoor area. During our visit children enjoyed engaging in games with some of the staff team, for example hide and seek. This supported children in developing their numeracy skills, and their health and wellbeing benefitted from being outdoors.

Staff told us children had the opportunity to visit local parks, shops and the fire station. The children also welcomed their local community police officer in to the nursery. This provided children the opportunity to enhance their play and learning through connections to their own and wider community.

Children requiring additional support were identified quickly through skilled observations. and strategies were planned for, and implemented . This ensured children received targeted support to help them reach their full potential.

Staff used effective questioning to extend children's thinking and consolidate their learning through play. Discussions around lunch time in the 3-5 room led to children talking about ecological issues and how their actions could help protect the environment. One child told us "To help save the planet you have to turn the lights off and not use too much water"

Areas for improvement

1. To ensure children are supported effectively and their health and wellbeing needs continue to be met staff should continue to develop personal plans. This should include, but not limited to , ensuring information received from parents and information in the child's 'all about me' is consistently recorded.

This is to ensure care and support is consistent with the Health and Social Care Standards 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)

How good is our setting? 5 - Very Good

2.2 - Children experience high quality facilities.

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.

Cosy, homely spaces provided children with the opportunity to rest and relax if they needed. The setting was welcoming and bright with plenty of natural light. This supported children to feel secure.

Quality resources and materials to support learning were evident in both the indoor and outdoor environment. Staff told us observations and discussions with the children allowed resources to be planned. This supported staff in ensuring the environment reflected children's current individual interests and emotional wellbeing needs.

To ensure children are safe, effective procedures were in place to record and report maintenance issues. Staff and children worked well together to identify and remove risks. Written risk assessments were in place and staff supported children in assessing and managing their own risk. For example a child in the 2-5 room was asked if he felt safe during a particular physical experience, to which he replied, "yes as I can almost touch the ground".

Children had daily, free flow access to the extensive outdoor area. Staff supported children to explore and provided open ended resources that sparked children's curiosity and encouraged them to problem solve. Children also had the opportunity to take part in planting and growing their own vegetables. This supported children to be responsible.

How good is our leadership? 5 - Very Good

3.1 - Quality Assurance and improvement are led well.

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

The management team created an inclusive ethos where children, parents and staff felt confident to initiate well-informed change and share responsibility for the process. For example, staff played a key role in leading initiatives within the nursery, such as PATHS and outdoor learning. This promoted positive outcomes for children and their families.

A comprehensive improvement plan was available for us to see during our visit. During our discussion with staff, staff told us they were asked to contribute to this and their views are used to implement change. This supported a culture of collaboration where staff felt valued and listened to.

Effective quality assurances process were in place and the management and staff team used a variety of strategies to purposely self evaluate their service. For example, staff told us about peer observations that they participated in. These observations provided staff the opportunity to learn from each other, share skills and reflect together. This contributed to a skilled workforce, working together to improve quality and equity within their service.

How good is our staff team? 5 - Very Good

4.3 - Staff deployment

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.

We visited during the summer holidays when children and families had been asked to take holidays. Therefore the numbers of children attending were low. This meant children experienced care in groups much smaller than during term time.

A mentoring programme was in place for new students and staff This was lead by a member of staff who takes responsibility for induction and liaising with colleges. This supported new staff and ensured they experienced a coordinated approach during their induction period.

An effective transition system is in place for children moving within the service and children leaving for school. For example an enhanced transition programme was in place between the nursery and a local school. Children attending this school were able to attended extra sessions to prepare them for school. This supported children to feel confident and secure.

Communication between staff during our visit was a clear strength. Appropriate levels of staff deployment were maintained at all times and staff were very good at alerting each other if they needed to leave the room or area. This ensured children were safe and cared for appropriately.

What the service has done to meet any areas for improvement we made at or since the last inspection

Areas for improvement

Previous area for improvement 1

The service should ensure that all children registered to attend the service within 28 days have a written personal plan in place, detailing how the service will meet the child's health, welfare and safety needs. Plans should be reviewed every six months or sooner if required.

This area for improvement was made on 28 September 2018.

Action taken since then
All children had an individual learning plan in place within the agreed timescale.

Complaints

Please see Care Inspectorate website (www.careinspectorate.com) for details of complaints about the service which have been upheld.

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	5 - Very Good

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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