Hyde 'n' Seek Nursery
Day Care of Children

Hydepark Business Centre
60 Mollinsburn Street
Springburn
Glasgow
G21 4SF

Telephone: 01415 575 111

Type of inspection:
Unannounced

Completed on:
27 March 2025

Service provided by:
Hyde 'N' Seek Ltd.

Service provider number:
SP2003003510

Service no:
CS2003015049

About the service

Hyde 'n' Seek Nursery is registered to provide a daycare of children service to a maximum of 53 children not yet attending primary school at any one time. Of which, no more than 12 are aged under 2 years; no more than 15 are aged 2 years to under 3 years and no more than 26 are aged 3 years to those not yet attending primary school full time.

The nursery is based within Hyde Park Business Centre in Springburn, Glasgow. There are three main playrooms and an enclosed outdoor space. The service also made use of local amenities including the close by Petershill Park which they had set up to provide forest school sessions.

About the inspection

This was an unannounced inspection which took place on 26 and 27 March 2025 between 09:00 and 17:00. Three inspectors carried out the inspection.

To prepare for the inspection, we reviewed information about the service. This included registration information, information submitted by the service and intelligence gathered since the last inspection.

To inform our evaluation of the service we:

- observed practice and daily life
- spoke with children using the service
- gathered views of families
- reviewed documents
- spoke with the provider/manager and staff.

Key messages

- Children were happy and engaged in the play environment.
- Staff were kind and caring; they were respectful of children's rights.
- The service had made positive steps to engage children in the wider community.
- Staff had attended a range of training and development to enhance children's experiences.
- There were effective procedures for quality assurance and development that were impacting positively on outcomes for families.

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?	4 - 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? 4 - Good

We evaluated this key question as good where several strengths impacted positively on outcomes for children and clearly outweighed areas for improvement.

1.1 Nurturing care and support

Staff were warm, welcoming, kind and nurturing in their approach with children and families. Staff knew children well and were attentive to children's individual needs. There were positive relationships between children and staff and we could see that children were fond of staff and had established strong bonds.

Personal plans were in place for all children. Children's personal plans contained the information staff required to meet children's individual needs. The service used the Famly app; this is an online platform for recording children's details and sharing information with families. Strategies for children who needed additional support had been identified to ensure that children's individual needs were being met through the right support. Communication passports supported staff to know children quickly and offered information at a glance to meet children's individual needs. This showed a proactive approach to supporting children to reach their potential.

The lunchtime experience was a relaxed experience for children. There were opportunities for children to develop life skills and independence through self-serving their food. This could be extended further to include serving the second course of lunch and pouring drinks. Staff sat with children throughout the experience ensuring they were safe and engaged in conversation. This was a sociable experience where children were happy and engaged. Staff were aware of children's dietary requirements and preferences and these were catered for. Overall, children had access to healthy nutritious food across the day which took account of children likes and preferences.

Children were supported by staff with their personal care. Staff were mindful of children's rights including their right to choose and their right to privacy and dignity. Staff followed best practice guidance in relation to infection prevention and control, and we saw good practice in relation to handwashing across the service. Although infection prevention and control procedures were, overall, followed well; there were planned outdoor hand washing and toilet facilities. These should be checked and replenished before children access the woods. There were policies and procedures in place for the safe storage and administration of medication. The service should add a space for the dosage to be record to the medication forms and ensure the name of medication is included on all forms.

Staff had attended child protection training annually as part of their core learning and development. Staff told us they had completed training and knew what their responsibilities were in relation to keeping children safe. There was clear guidance of who to contact and what to do if staff had concerns about a child. This ensured that children were safe and there were good open channels of communication with families.

1.3 Play and learning

Children were leading their own play and learning. They had access to a learning environment that sparked their interests and curiosity. Children had access to loose parts play with a variety of resources. Loose parts is a type of play where children use open ended, manipulable materials to explore, create, and express themselves. The space provided a good selection of small loose parts that the children enjoyed exploring. The children could benefit further from additional resources to extend their play and learning including bigger loose parts and visual prompts. The children had the opportunity to develop their imaginative skills. The play opportunities could be further extended by introducing more gender neutral resources to support children's development. For example, scarves, hats, capes, material. This could promote more open ended play opportunities.

Play spaces showed numeracy and literacy opportunities were embedded. The literacy space provided different writing materials and a variety of paper, diaries, plain paper and templates for examples. Numeracy was visible in areas with number lines and numbers displayed to support numeracy skills. Children would benefit from other areas of numeracy being introduced for example money, time, patterns.

During outdoor play in the forest, the children were having fun. Their facial expressions and open body language showed this. They were confident sharing their outdoor experience and discussing their favourite spaces to play in. The service should further consider appropriate clothing to ensure children are suitably dressed for outdoor play.

There were plans in place for children to have the opportunity to visit the local college to work on a joint project with the woodwork students. This will enhance the children's play and strengthen community relationships and children will experience the wider world. There continued to be good home links that were enhancing children's experiences and learning. The travelling bear gave children good opportunities to link their home to nursery life. Staff had shared cooking bags to encourage families to cook together and try new foods. Parents shared positive feedback about the play opportunities.

Staff planned for children's experiences based on their needs, interests and parental contribution. Observations of children's learning were shared with parents using the Famly app. Observations supported staff to understand children's individual development and progression.

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.

2.1 Children experience high quality facilities

Playrooms were warm, welcoming and cosy. There were spaces for children to rest and relax. In the baby room, there were cosy corners and quiet spaces for children to feel safe and enclosed. The 3-5 playroom had been expanded to make use of the room that had previously been allocated for lunch. This had a large home corner with home links displayed on the wall which the children enjoyed referring to during their play. Lots of spaces were available for children to play and explore. Children had access to resources across the playrooms. They would benefit from more loose parts, craft materials and more options for choice, as highlighted under How good is our care, play and learning?

The outdoor area for children aged 3-5 years was based in a local park, close to the service. This area was set up with tyre swings, large reels for tables and some loose parts. As part of the service risk assessment, the service should continue to ensure that the space is well-maintained. The service took immediate action to ensure the space was safe and well- maintained. This should be regularly monitored by senior staff. The use of walkie talkies was allowing a more free flow opportunity for children to play outdoors throughout the session. Staff being organised with resources and hygiene facilities will contribute further to an easier free flow play opportunity.

There was a regular programme of maintenance and ongoing upgrades to the building. Maintenance staff were on hand daily to ensure that areas were made safe promptly to minimise risks to children.

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 service had a clear vision, values and aims and had reviewed this as a staff team as part of the service's ongoing self-evaluation. The management team along with staff had identified areas they planned to improve and there continued to be clear progression in developing outdoor play, community links and parental engagement. Staff had leadership roles that were developing and enhancing the service. These were linked to the improvement journey. They were planning and carrying out small tests of change while they assessed the progress. This showed that they were reflective in their approach to developing and improving the service. Staff had developed a free flow outdoor experience. They had reintroduced the SIMOA elephant to encourage children to be safe and be involved in risk assessment. SIMOA was the campaign, by the Care Inspectorate, to keep children safe. The parents shared that they were enjoying the home link opportunities including travelling bears, simple tasks to do at home to encourage children's learning along with good communication with the Famly app. We saw meaningful communication through use of the app with parents, showing strong links and involvement.

There had been opportunities for parents to share their views through questionnaires and question of the month and this was shared on the 'you said, we did board'. This showed that the service was acting and responding to families. The children's voice was threaded through the service. It was reflective with the planning, changes to play spaces and accessing the wider community; this showed that children were regularly being consulted on progression and change.

Quality assurance and self-evaluation continued to be underpinned by best practice with an overarching strategic system for quality assurance across the wider organisation. This included a quality assurance calendar. There were regular opportunities for staff to meet and take part in discussions, planning for improvement and professional dialogue about children's needs. This supported the improvement priorities and enhanced outcomes for children.

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

Children were supported by enough staff who were dedicated to provide a nurturing approach to meeting children's needs. Staff worked well together and the management team ensured that staff deployment was well-supported as they introduced free flow play to the outdoors for children two years and over, to the garden and the forest. One member of staff was assigned during the session to support the movement of children and this was working well to promote choice for children. Staff recognised children benefited from access to free flow access as it allowed a varied experience and made sure children had opportunities to play outside. Staff positioned themselves well within rooms and outdoors to ensure the safety of children. This meant that staff were on hand to support children and keep them safe.

Staff shared that they felt valued. There was one member of staff undertaking their modern apprenticeship training within the service and they were well-supported and mentored by the staff team. As part of a wider organisation they had opportunities to have staff from other sites to give continuity of care when help was needed. This allowed them to bring in other staff skills and experience if there was a particular development need. The provider was committed to ensuring that staff were valued as part of the team, this helped to support continuity for children through good retention of staff and low staff absence. The service provider carried additional staff rather than have the need to use agency staff to promote continuity of care for children attending the setting.

Staff were committed to their own professional development. There had been good opportunities for staff to complete training and this was having a positive impact on the service. For example, training on environments was continuing to impact positively on the learning environment for children, and staff were reflective of the training they attended and were working as a team to implement good practice approaches.

There was a clear induction process which followed national guidance. This ensured that there was a good standard of practice from staff being inducted into the service. Staff had been safely recruited into the service and there were systems in place to monitor this. This ensured that staff had the right skills and experience to care for children.

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 management team should review, update and implement the service's medication procedures, ensuring these reflect best practice guidance. They should:

- ensure medication is available at all times
- make sure medication is easily accessible
- ensure medication is stored according to pharmaceutical guidance
- ensure consent forms are clear about signs and symptoms and about what staff would do if a child was to spit or refuse medication.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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) and "Any treatment or intervention that I experience is safe and effective" (1.24).

This area for improvement was made on 16 June 2025.

Action taken since then

The service had updated the procedures for storing and administering medication following current best practice.

This area for improvement 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

Detailed evaluations

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1.1 Nurturing care and support	4 - Good
1.3 Play and learning	4 - 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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