St. Andrew's RC Primary Nursery
Day Care of Children

St. Andrew's RC Primary
Gowkshill
Gorebridge
EH23 4DA

Telephone: 0131 271 4670

Type of inspection:
Unannounced

Completed on:
24 January 2020

Service provided by:
Midlothian Council

Service provider number:
SP2003002602

Service no:
CS2003016004

HAPPY TO TRANSLATE

About the service

St. Andrew's RC Primary Nursery (referred to as the service throughout this report) is registered to provide a service to a maximum of 32 children aged from three years to not yet of an age to attend primary school It is located within the main school building of St. Andrew's Primary School, situated in the town of Gorebridge. The service is provided by Midlothian Council. The service has its own open-plan playroom, kitchen area, toilets and changing facilities. There are safe and spacious outdoor play areas directly off the playroom. Parents and children access the service through a designated nursery entrance.

The vision, values and aims of the service include:
Vision: At St. Andrew's our vision is; *'Developing a love of learning through play'.*

Values: We believe that all children should;
- Make friends
- Be safe, happy and kind
- Grow and learn new skills
- Feel part of a community

Aims: We endeavour to provide experiences that encourage;
- Curiosity
- Creativity
- Resilience
- Confidence
- Independence
- Challenge

What people told us

We visited the service on Tuesday 21 January 2020 and returned to complete the inspection on Friday 24 January 2020. We spent time talking to children and observing them in their play. Some children confidently spoke about their experiences at the service. Some of their comments included:
"We like to play outside."
"We are jumping over the lava."

We sent out 10 Care Standard Questionnaires (CSQs), we received three completed CSQs back prior to the inspection starting. We received another completed CSQ once the inspection commenced. We spoke with a further four parents during the inspection visits. All parents indicated that they either agreed or strongly with the statement 'Overall, I am happy with the quality of care my child receives in this service'. One parent raised concerns about the quality of care in respect of the increased number of children in the service. We considered this as part of our inspection. We found that children were provided with good care and support throughout the inspection. There were opportunities for children to spend one to one time with staff. We shared this feedback with the service who assured us they would continue to monitor the quality of care and support. Some parents shared that they felt the service worked hard to involve them in their child's experiences, for example through 'stay and play' sessions and local outings to the woods. Some parents expressed their satisfaction at the open and honest approach from staff and said that communication between staff and parents was good.

Other comments from parents included:

"All staff are friendly and approachable and are great with the children. The nursery is a clean, spacious environment, which has a wide variety of toys and activities for the children to get involved in, have fun and learn."
"Our child is happy. There is plenty to do, and it is good that they are outside in fresh air."
"We had a phased introduction and our child's keyworker keeps us up to date."
"Amazing - great settling in, everyone was great."
"The staff in this nursery are amazing and support my child well. They do their best to provide support and assistance to the children and parents. I could not ask for a better nursery for my child."

Self assessment

The service had not been asked to submit a self-assessment prior to the inspection. As part of the inspection we discussed the service improvement work, including the strengths they had identified and any areas of development.

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Children presented as happy, confident and relaxed throughout the inspection visits. Children enjoyed extended periods of play, which was promoting their imagination, social skills, language and communication. We observed them being creative and problem solving together. Children shared their ideas and games with staff, which suggested that they felt their play was valued.

Experiences and resources reflected children's interests and ideas. This helped children to feel valued and motivated in their play. The service had reviewed the way in which they planned for children's learning and were working towards a consistent and effective approach that supported children to learn and make progress. Children's learning was recorded in a variety of ways. The management and staff team were aware that some observations did not always capture significant learning outcomes. However, staff were working together to develop the ways in which they recorded children's learning and next steps.

Several experiences and interactions such as dressing for outdoors and preparing snack supported children to develop their independence and confidence. Children shared their achievements with us, for example, showing how they had fastened their own zip.

The service had improved the system for personal plans and now ensured information was updated regularly with parents. Most parents had been involved in reviewing their child's plan and next steps at parent consultations. Children who required additional support had their needs clearly outlined in their personal plans and the service were working hard to ensure strategies of support were recorded and evaluated to help ensure

they remained meaningful and relevant to children's care. Information from other professionals and parents was used to develop a plan of support for children as required.

Medication was stored in a safe and organised way. Staff were aware of which children had medical needs and how these would be managed. However, some of the recording of medication being received into the service did not always follow best practice guidance. We signposted the service to the guidance 'Management of medication in daycare of children and childminding services', which is available on the Care Inspectorate Hub. We were confident the service would use this information to address this area for improvement.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

Children enjoyed moving freely around the playroom and into the outdoor area. Free-flow play was available throughout the sessions meaning children could choose to be active and explore the garden as they wished. Staff within the garden supported children well through effective deployment and an awareness of where children were playing. Children and staff had fun together, for example as they played a game of 'hide and seek'.

Children had opportunities to be physically active as they ran, played games and used 'loose parts' materials. Resources such as crates and pallets allowed children to build structures and experiment with 'risk in play'. The service was aware that introducing more 'loose parts' and other open-ended materials would further enhance children's play experiences. We discussed how adding these items to the outdoor and indoor spaces would be beneficial in supporting children's natural curiosity and inquiry skills. They would also enhance the levels of challenge children could experience.

Within the indoor space the layout of the room and resources supported children to be creative and extend their play. The variety of resources encouraged children to engage in sustained periods of uninterrupted play, which supported their learning, wellbeing and sense of self. We saw children working together at the playdough, sand and brick areas.

Children were safe because the environment was clean and secure. Additional soft furnishings had been added and a cosy space had been created within a small alcove. This provided children with a place to relax, for example if they were tired or were feeling overwhelmed.

The changing area within the toilet was due to have some work carried out as it did not offer children with appropriate levels of privacy. The service had a timescale for the work, and we agreed that upgrading this area would benefit children in terms of dignity and respect.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Children were included because staff interactions were caring and attentive. Staff knew children well, which meant they were able to respect individual needs and personalities. Staff worked hard to promote positive, open relationships with parents. This supported partnership working meaning children's needs could be effectively met. Parents told us the procedures for children settling in were well-managed and taken at the individual pace of each child or family.

Children were benefitting from staff engaging in professional development opportunities, which supported them to make improvements within the service. For example, learning in relation to developing the environment had enhanced the quality of children's play experiences. Training in relation to child protection and first aid helped to ensure children were safeguarded and their health needs were met.

Staff had worked closely with the management team to develop the service and consider areas for improvement. Regular support visits from the local authority early years team provided further opportunities for staff to focus on the strengths of the service whilst considering any aspects that required further development. It had been identified that staff would benefit from developing their use of questioning to extend and challenge children in their learning. We agreed with this observation and were confident the staff team would work on this and develop their skills in this area.

Regular team meetings gave staff the opportunity to discuss the service and consider the needs of the children. For example, staff had worked together to develop different ways to promote children's independence and review the routines throughout the day. Most staff were consistent in the strategies of support being used with individual children. However, we saw some occasions were staff missed opportunities to enhance their interactions with children. We discussed this with the management team and were confident they would continue to support staff with this area of their work.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

The principal teacher had been working to ensure documentation and information relating to the service was managed in an effective and organised way. For example, they had recently reviewed children's files to ensure that they had appropriate chronologies in place and to ensure information was being effectively recorded.

The staff and management team had undertaken a review of the vision, values and aims of the service. This included taking information and comments from parent's on-board and using these to inform the review. This resulted in the service having clear expectations on the quality of care and support they aspired to for children. As this was a recent piece of work, we were confident the staff and management team would continue to seek ways to embed the vision, values and aims into the life of the service. As part of the school improvement plan, the service would consider further ways to enhance parental involvement.

The senior management team, including the head teacher, depute head teacher and principal teacher had a clear overview of the service. The principal teacher had a visual presence in the playroom environment meaning they could provide responsive support and guidance to staff. The service planned to continue to develop and embed the ways in which staff practice was supported, for example through shared observations. We agreed that using a variety of approaches would provide further opportunities for staff to consider their work and reflect on their practice.

The service had an improvement plan in place and were making good progress addressing some of the areas for improvement, whilst building on the strengths. The improvement plan had clear targets and timescales, which supported accountability and an appropriate pace of change. We discussed how staff involvement in the improvement planning might be enhanced through them taking ownership of some aspects of the improvement plan. This would support their professional development and embed a shared approach to improvement.

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

Recommendation 1

To support children's health and wellbeing, the manager should ensure that it is written within children's personal plans and staff are clear on what strategies are needed when children require additional support in their play and learning. This should result in staff being consistent in their approach to meeting individual children's needs.

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).

This recommendation was made on 31 October 2018.

Action taken on previous recommendation

Children's personal plans had been reviewed and developed since the last inspection. Where children required additional support strategies were recorded and reviewed over time. Staff were clear on the strategies to be used with individual children and we were confident that the service would continue to work with staff to ensure that these remained consistent and effective. 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	
31 Oct 2018	Unannounced	Care and support Environment	3 - Adequate 4 - Good

Date	Type	Gradings	
		Staffing Management and leadership	Not assessed Not assessed
12 Jan 2016	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good
6 Feb 2013	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good
14 Oct 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 4 - Good 4 - Good

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