Morrison's Academy Nursery
Day Care of Children

Ferntower Road
Crieff
PH7 3AN

Telephone: 01764 657 198

Type of inspection:
Unannounced

Completed on:
1 June 2022

Service provided by:
Morrison's Academy

Service provider number:
SP2003003588

Service no:
CS2003016199

About the service

Morrison's Academy Nursery is a day care of children service registered to provide care for a maximum of 48 children up to 16 years of age. The nursery is a standalone, one storey building which is comprised of two large playrooms, a communal space, kitchen, toilets, and office. Children have direct access to the nursery garden. Children attending the after school club use the general purpose room within the primary school for activities. They also have access to a separate quiet room and make use of the school playground and pitches for outdoor play.

This was an unannounced inspection which took place on 31 May 2022 between 09:15 and 17:00. We returned on 1 June 2022 to conclude the inspection and give feedback. Two inspectors carried out the inspection. To prepare for the inspection we reviewed information about this service. This included previous inspection findings, information submitted by the service and intelligence gathered throughout the inspection year. To inform our evaluation we:

- spoke with children using the service
- gathered feedback from parents and carers
- spoke with staff and management
- observed practice
- reviewed documents.

What people told us

We spoke with four families who gave us feedback about the service. They were all happy with the quality of care their children received. One parent told us about the positive transition their child experienced and how well staff knew their child.

Children were confident to chat to us about their experiences. Children commented very positively about the staff who cared for them. One nursery child told us, "my teachers are excellent", and one child attending after school club told us, "they (staff) are wonderful, supportive and amazing".

Self assessment

We did not request a self assessment in advance of the inspection.

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

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

Children throughout the nursery and after school club experienced care which was nurturing, kind and compassionate. Staff understood children's emotional needs and responded sensitively and thoughtfully. For example, they recognised when a child needed a transitional toy to support them to feel safe and secure. All children were encouraged to be independent and were confident following daily routines which supported them to be responsible.

Children in the nursery were engaged in purposeful play and learning. Floorbooks had recently been introduced which empowered children to have their voices heard, follow their interests, and lead their own play and learning. Staff supported children to develop their knowledge and interests for example, investigating bugs in the garden. Written observations of children's learning did not reflect the quality of children's play and learning experiences we observed. The management team had identified the need to improve the quality of observations and were in the process of reviewing this to ensure children's progress and development was captured effectively.

Children attending the after school club had fun with staff who supported them to feel relaxed. We heard lots of laughter and joy as children and staff played games together. Staff knew the children well which enabled them to support each child in a way which was right for them. Staff kept up to date with changes to children's needs at weekly meetings. As a result, staff were knowledgeable about each child as an individual and this enabled them to effectively meet children's holistic wellbeing needs.

Nursery children experienced positive mealtimes. They had opportunities to self serve, which supported them to be independent and responsible. Staff sat and ate with children which promoted a sociable and relaxed experience and enabled them to role model positive eating habits. Children were well supported by staff, who encouraged them to be independent and offered help when needed, for example using utensils. Children attending the after school club had the choice of a healthy snack and told us they enjoyed the snacks provided. Staff planned to reintroduce children's involvement in preparing snack. We would encourage them to do this to give children more opportunities to develop life skills.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

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

The nursery and after school club were clean, well ventilated and spacious. We found these to be inviting spaces which had welcoming touches such as children's drawings. This gave children a sense of ownership and belonging. Some areas within the nursery had been recently developed through focused auditing. This had supported the development of loose parts in the two-year-old room and a role play corner in the pre-school room. However, other areas of the playrooms did not yet provide the same quality of rich learning opportunities.

Children had interesting and exciting opportunities to explore, investigate and be curious outdoors. For example, we saw children shopping in the garden for natural items to experiment with in their mud kitchen. Children were supported to extend their play through the addition of resources. They were offered magnifying glasses and were supported to use these to look closely at insects they had discovered.

Thoughtful sleeping arrangements were in place for younger children. A calm, nurturing and cosy environment was created which supported children to rest and relax peacefully. The nappy changing area was clean and tidy, however we found that some nappies were not stored appropriately to minimise the risk of potential spread of infection.

Children attending after school club had plenty of space to play together or individually and had a range of activities to choose from such as games and crafts. They also had the opportunity to retreat to do homework or quiet activities in a dedicated peaceful space. Staff knew children's interests and offered activities to reflect these. Children told us they were happy at the club and that they enjoyed the activities on offer including active outdoor opportunities such as football and rugby. Children were encouraged to be independent as they took responsibility for signing themselves in and out when they went outside to play. They were confident with this routine which helped staff to keep them safe.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

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

Effective team working across the nursery and after school club created a calm and relaxed atmosphere which supported children to feel safe and secure. Staff were attuned to children's individual needs, recognised where children needed support and offered this in a compassionate and responsive manner. They had built positive, trusting relationships with children which supported them to feel nurtured and valued. Some staff used effective questioning to support children's thinking. Children would benefit from staff developing the consistency of high quality interactions.

Nursery staff felt valued and listened to as they had worked together to reflect on their practice, recognise challenges, and identify ways to move forward on their improvement journey. This process had a positive impact on their morale and helped to promote a shared ethos with a focus on developing high quality play and learning.

Staff were effectively deployed throughout the day to meet children's needs and ensure their experiences were positive and safe. For example, staff had a good awareness of where all children were outside and recognised when children would benefit from interventions to support them to develop and extend their play and learning. After school club staff had a clear and effective system in place to support children with transport arrangements. Staff worked well together to ensure children were supported safely.

A basic induction was in place for new staff which had little focus on promoting high quality play, care and learning experiences for children. Staff would benefit from an induction which is tailored to their individual learning and development needs. The management team planned to use the National Induction Resource to improve the induction experience and support staff to reflect on their practice.

Staff had focused on developing planning and floorbooks to capture children's interests and progress. Effective mentoring had supported staff to improve the quality of responsive and intentional planning and the recording of children's achievements. Staff were developing their confidence in using floorbooks with children. This enabled staff to be responsive to children and empowered children to lead their play and learning.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

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

There had been significant management changes within the nursery. A new management arrangement was providing stability, strong leadership, and a clear direction for improvement. As a result, staff felt supported, included and involved in developing the service and had a clear understanding about their roles.

The new management team had recently been appointed and had begun to carry out audits, for example, spotlight audits on the environment which had improved experiences for children. Some actions identified within audits were in the process of being addressed. We found there were not yet formal audits in place for medication and personal plans. We discussed implementing robust audits in these areas to ensure staff have access to the right information at the right time to support and meet children's needs effectively.

The whole staff team demonstrated a commitment to improvement. Mentoring from the management team supported staff to meaningfully engage in self-evaluation using quality improvement methods. Staff should continue to embed and sustain this to ensure children experience consistently high quality care, play and learning.

Good progress was being made towards achieving the goals set in the improvement plan. For example, children, families, and staff had worked together to review and develop the values of the service. Families were consulted across the nursery and after school club which supported them to be included and involved in the service's improvement journey. Some families using the nursery commented that they would like improved communication about their child's day to day experiences. The management team had already identified this as an area for improvement and were developing plans to improve this to ensure families felt fully informed about their child's experiences.

Staff across the nursery and after school club felt very well supported by the management team. Clear direction and support gave staff confidence within their roles and a sense of ownership about the development of the service.

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	
20 Jun 2018	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good Not assessed Not assessed
16 Mar 2016	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
20 Feb 2013	Unannounced	Care and support Environment Staffing Management and leadership	6 - Excellent 6 - Excellent 5 - Very good 5 - Very good
14 Jun 2010	Unannounced	Care and support Environment Staffing Management and leadership	6 - Excellent 5 - Very good Not assessed Not assessed
7 Nov 2008	Unannounced	Care and support Environment Staffing Management and leadership	6 - Excellent 6 - Excellent 5 - Very good 5 - Very good

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