Ullapool Primary School Nursery
Day Care of Children

Quay Street
Ullapool
IV26 2UE

Telephone: na

Type of inspection:
Unannounced

Completed on:
17 December 2018

Service provided by:
Highland Council

Service provider number:
SP2003001693

Service no:
CS2003017284

HAPPY TO TRANSLATE

About the service

The Care Inspectorate regulates care services in Scotland. Information about all care services is available on our website at www.careinspectorate.com

This service has been registered since 2002.

Ullapool Primary School Nursery conditions of registration are as follows:
1. To provide a care service to a maximum of 35 children aged from three years to those not yet attending primary school.
2. Staffing ratios as stated in the National Care Standards - Early Education and Childcare up to the age of 16 (Appendix A) must be maintained at all times. A minimum of two adults must be present at all times.

Since the last inspection the service has moved to a temporary classroom in a prefabricated building on the school campus. We noted the old nursery building had been demolished and the proposed replacement building had yet to start construction. Staffing levels meet recommended ratios.

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.

What people told us

We sent 15 care standards questionnaires to parents/carers of children who attended the service. We received two completed questionnaires before the inspection took place. One respondent strongly agreed and one agreed that they were happy with the quality of care provided.

A number of parents and carers spoken with over the inspection period indicated that they were pleased to be out of the old unsuitable building. Comments shared through the inspection process indicated that information sharing between staff and parents was deemed to be useful and supported a shared understanding of children's progress and care needs.

Self assessment

In line with the 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	4 - Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Previously five children could access one of two well resourced outside areas. Whilst they were close to the service neither was accessible in terms of "Free flow" and children had to use these resources in planned way with adult support. Numbers in the service are relatively low at the time of the inspection and staff were able to engage with children, providing strong adult child interactions at various points of the day. The inspection took place on the day Santa Claus was visiting and normal nursery activities had been altered to facilitate this important event. We observed the children happily playing together and making use of the space and resources available to them. Positive and nurturing relationships were evident throughout the nursery. Children approached staff for help and reassurance throughout the session which demonstrated that they had developed trusting relationships. Staff were respectful and gave children time, where needed, to answer and to find their own solutions to problems encountered during their learning and play.

The outdoor area provided children with good opportunities to explore the natural environment as well as providing them with experiences using more traditional resources. We observed children being active and engaged in co-operative play.

We saw that the staff knew the children and their parents well, the children enjoyed positive, nurturing relationships with staff. Staff showed a good awareness of the local community and used the resources within their locality to enhance the learning and experiences for children. Children approached staff for help and reassurance throughout the session which demonstrated that they had also developed trusting relationships.

On the day of the inspection parents and carers had been invited to visit and to share in the children's festive celebrations which was shared with the Gaelic Medium class. A sense of community was evident and the participants enjoyed the shared party activities where song and dance were actively supported.

Staff shared mind maps to show how children had been involved in planning topics. Staff had recently undergone training in observation and recording children's progress. Learning Journals reviewed showed how this training was supporting a change of recording and improved target setting linked to next steps with comments from children to underline their understanding that they are respected and their views were valued.

Snack time continues to be an important part of the day and staff were aware of the importance of this social and educational activity.

Parents/carers are invited to informal and formal sessions to discuss and see what their child had been doing while at the service and to give feedback to staff. The service operated an open door policy. The parents/carers spoken with on the day of the inspection agreed that the staff were approachable and shared relevant information liked to the children's time at the nursery.

It was evident that all parties took the opportunity to share or update information linked to the children's wellbeing. Staff are aware of the need to work with parents and carers to ensure information held linked to the children's care and wellbeing are kept up to date and
reviewed six monthly or as required.

We discussed the service accident and incident recording procedures and noted that staff had an appropriate understanding of their responsibilities and were able to carry this out to ensure the children are cared for following any accident or incident.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

We found the service to have a good performance in relation to this theme. We concluded this following observation of practice, discussion with the manager, staff members and a sample of the documentation linked to the service. Staff are to be congratulated on the way they managed the transfer of resources to this temporary classroom. The room had been organised in such a way that children were able to experience a range of activities many of which were accessible by the children themselves. We noted that the service had yet to have white goods supplied which would support the maintenance of an hygienic environment. The staff believe any items purchased would be able to be relocated when the new build proposed is completed given this we would encourage the manager to pursue the supply of these goods or identify other suitable arrangements.

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, 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 good level in relation to this quality theme.

Throughout the inspection we found the staff to be motivated to provide good quality care. We saw positive and respectful interaction between staff members, the children and their families. The families we spoke with commented on how happy they were that the children had left the old nursery building. Families indicated that the staff were welcoming and respectful in their communication. 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 only been able to access limited 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 professionals role and responsibilities in protecting children from harm and abuse. We found that the staff members felt communication at an informal and formal level with colleagues and the manager was continuing to develop.

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 staffs 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.

Staff had been working with the principal teacher linked to the primary to support the ongoing development of literacy within the early level in line with the local authorities priorities.

We discussed how the service should build on their knowledge and understanding of the new Health and social care standards and to promote these with relevant parties.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - 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 since the last inspection. We noted that the information relating to the role and contact details of the Care Inspectorate had been updated with the correct contact centres telephone.

Staff members indicated that the manager was approachable and supportive. Regular meeting with the staff team are now taking place and we discussed areas where these could be further developed to support individual staff professional development linked to improvements to the service. The manager agreed to take forward these points with staff to access their willingness to become more directly involved in new developments.

The manager remains clear as to where improvement should take place and had been working with staff ad the Early Years Officer (EYO) to move forward with planning and recording of children's progress through the record in children's learning journals. We noted that the staff team had benefitted from visits of their EYO and like the staff believe it is unfortunate that physical on site visits are not taking place at this time.

Staff appraisals had taken place and we discussed how this format could be further developed to support the staff team in working to personal and local authority targets 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.

The manager was aware of how to evaluate the quality of the service using a variety of methods which included the improvement plan, 'How good is our early learning and childcare?' and the national guidance 'Building the Ambition.' The service's policies and procedures would benefit from being reviewed. The manager agreed to review these and update them to reflect the most up to date best practice guidance.

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

It is recommended that the local authority inform the regulator of plans in place for the proposed new build so that we are formally made aware of the proposed plan and timescales for completion.

National Care Standards, Early Education and Childcare up to the age of 16: Standard 2.1 - A safe environment - Children and young people are cared for in a safe, hygienic, smoke-free, pleasant and stimulating environment. The surroundings are in a good state of decoration and repair.

This recommendation was made on 25 October 2016.

Action taken on previous recommendation
This recommendation has been met

Recommendation 2

The manager to revisit with staff the format for recording and reviewing important information linked to children's care. This should include accident and incident recording and personal plans. Information held should increase staff knowledge of specific care needs and response required in the event of an accident or incident.

National Care Standards, Early Education and Childcare up to the age of 16: Standard 3.1 - Health and wellbeing - Children and young people can be assured of continuity of care in the service through effective communication between the staff, children and young people and parents and carers, and any other relevant service providers.

This recommendation was made on 25 October 2016.

Action taken on previous recommendation
Areas relating to this recommendation had been met the manager has been asked to ensure reports are audited to maintain an overview of childrens care

Recommendation 3

It is recommended the manager review accident and incident reporting recording procedures with staff to ensure accidents and incidents are accurately recorded to support the appropriate care of an injured child and ensure audits are undertaken to support the reduction of unnecessary accidents or incidents.

National Care Standards, Early Education and Childcare up to the age of 16: Standard 2 - A safe environment.

This recommendation was made on 27 November 2017.

Action taken on previous recommendation
Met

Recommendation 4

It is recommended that the local authority inform the regulator of plans in place for the proposed new build so that we are formally made aware of the proposed plan and timescales for completion.

National Care Standards, Early Education and Childcare up to the age of 16: Standard 2.1 - A safe environment - Children and young people are cared for in a safe, hygienic, smoke-free, pleasant and stimulating environment. The surroundings are in a good state of decoration and repair.

This recommendation was made on 27 November 2017.

Action taken on previous recommendation
Old nursery now demolished temporary building in use and new build planned ,Met

Recommendation 5

The manager should revisit with staff the format for recording and reviewing important information linked to children's care. This should include accident and incident recording and personal plans. Information held should increase staff knowledge of specific care needs and response required in the event of an accident or incident.

National Care Standards, Early Education and Childcare up to the age of 16: Standard 3.1 - Health and wellbeing - Children and young people can be assured of continuity of care in the service through effective communication between the staff, children and young people and parents and carers, and any other relevant service providers.

This recommendation was made on 27 November 2017.

Action taken on previous recommendation
Met

Recommendation 6

The manager and staff to review quality assurance arrangements to ensure improvements are identified and action points are agreed within timescales.

National Care Standards, Early Education and Childcare up to the age of 16: Standard 13 - Improving the service.

This recommendation was made on 27 November 2017.

Action taken on previous recommendation

How good is our learning and child care now used and review of service on going linked to improvement plan.
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	
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
12 Jun 2015	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 2 - Weak 4 - Good 4 - Good
12 Jun 2014	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 2 - Weak 4 - Good 4 - Good

Date	Type	Gradings	
27 Feb 2012	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good Not assessed Not assessed 4 - Good
25 Jan 2010	Unannounced	Care and support Environment Staffing Management and leadership	2 - Weak Not assessed 4 - Good Not assessed
13 Nov 2008	Announced (short notice)	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 3 - Adequate 4 - Good

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