Loudoun-Montgomery Primary School Nursery Class
Day Care of Children

Ayr Road
Irvine
KA12 8DF

Telephone: 01294 279 031

Type of inspection:
Announced (short notice)

Completed on:
4 March 2020

Service provided by:
North Ayrshire Council

Service provider number:
SP2003003327

Service no:
CS2003017308

About the service

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 the 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. GIRFEC is being woven into all policy, practice, strategy and legislation that affects children, young people and their families.

There are eight wellbeing indicators at the heart of GIRFEC. 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.

Loudoun-Montgomery Primary School Nursery Class was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Loudoun-Montgomery Primary School Nursery Class is registered to provide a care service to a maximum of 15 children aged from 2 years up to 3 years and 30 children aged from 3 years to not yet attending primary school.

The service currently operates from a designated area within Loudoun-Montgomery Primary School in North Ayrshire. The nursery has its own entrance and direct access to secure outdoor areas. The nursery is close to shops, local amenities and bus routes. The accommodation is on one level. There is a small entrance foyer with a secure entry system. The nursery also has access to parts of the wider school. The service operates 52 weeks of the year.

What people told us

We issued 20 questionnaires for parents to complete and six parents returned a completed questionnaire. We spoke with 15 parents and 30 children during the inspection visit. All indicated satisfaction with the service. Some of the parents' comments included:

"I love the use of loose parts play and the fact my child can use the outdoor area whenever they want."

"The service have gone above and beyond to help my child who has challenging behaviour. A lot of patience from staff was given when understanding my child and how to better their education in a way that they understand. All staff give a very warm welcome and are happy to see every child, this makes a real difference. I am a happy mum."

"I am very happy with the care and support my child receives at nursery and the staff are all amazing."

"I feel my child gets looked after well at nursery. They were very shy at the start and the staff helped them by letting me stay in class for as long as my child needed to feel settled. I am happy with the care and education they get."

"Very helpful and polite staff. Great facilities."

Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We looked at the school and nursery improvement plan. This clearly demonstrated their priorities for development and how they were monitoring the quality of the provision within the service.

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	5 - Very Good
Quality of staffing	5 - Very Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Staff knew the children and their families well. We saw children and their families being welcomed warmly in to the nursery. Children were given individual attention and their needs with regards to attachment and separation were recognised and supported by caring staff. Parents that we spoke with spoke highly about this. They felt that staff knew their child and knew what their likes and dislikes were.

We found children to be confident, happy and engaged. Children accessed all areas of both rooms of the nursery. Outside access was free, well-resourced and well utilised. In both nursery rooms, we observed a balance of adult directed and freely chosen activities which were supporting children to develop key skills including sharing, taking turns, listening and cooperating with each other.

Children were confident at approaching staff for support, help and reassurance at appropriate times. As a result, children had, and were developing, very positive attachments with the staff team. We observed some good opportunities to develop children's curiosity, enquiry and creativity skills evidenced through observations. Floor books were in the process of being established and these should continue to be used to enhance the experiences for children. Children and their families' voice should be included within these floor books. Leadership opportunities had been given to staff to establish floor books. Staff spoke knowledgeably and informatively about how they plan to continue to use floor books in the future.

Staff were supporting children in relation to developing relationships, friendships and understanding routines and boundaries. Snack provided children with healthy balanced options, independence was encouraged and promoted through children choices and involvement.

We sampled medication records and found that these were in line with current guidance and best practice. Monitoring on a monthly basis was in place and all accurate information from parents was available and reviewed. Medication was also found to be stored correctly.

Personal plans were in place. However, the information was spread between several different files and books. We spoke with staff about streamlining this information to ensure all information required is in one place. Moving forward, all personal plans should continue to reflect individual children's health, safety and welfare needs and be consistently reviewed in a timeous manner.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

The nursery environment was attractive, nurturing and bright. We asked staff to record temperatures across the nursery to ensure rooms do not dip below ambient temperatures. Staff were cleverly supporting children's skills to open and close doors behind them, which afforded a well-ventilated environment without dropping the room temperature too much.

We observed staff engaging well with children. Staff were down at the children's height ensuring that noise levels were minimal. This supported the environment to be observed as calm, and busy with children playing and learning. The nursery areas had been well thought out so that children were encouraged to interact and engage in different types of play, in areas that met those needs. We observed children making choices about their learning and following their interests. This resulted in children across the nursery interacting positively with each other.

Staff and management were respectful of each other, in turn we saw children respecting each other. We observed humour, kindness and mindfulness being used across the nursery.

We observed that staff were vigilant at collection and drop off times considering children's safety especially with regards to the outside door.

Accidents and incidents were accurately completed and shared with parents; audits were being carried out monthly. Flow chart were found to be a supportive tool in identifying medical areas of concern.

Parents and children spoke highly with regards to using the multi-use games area adjacent to the school. We saw children having fun and experiencing gross motor play experiences, this was a positive experience for all.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of staffing

Findings from the inspection

The staff team was welcoming, open and engaged through the inspection process. All staff members engaged professionally in the inspection process.

We found staff had a warm and caring approach with the children; they knew the children and their individual needs and preferences well. We saw that staff really cared about and valued the children and wanted to support them to achieve and progress. We observed staff to be motivated, enthusiastic and interested in their role in supporting children which resulted in children actively engaged in a range of stimulating play experiences, facilitated by resources that promoted interest, creativity and problem solving.

We found staff were always appropriately deployed with sufficient staff working with children. This contributed to ensuring that children's care needs were met.

All staff were registered with Scottish Social Services Council (SSSC) and were aware of their responsibilities. Staff were knowledgeable about current best practice guidance documents and had attended training that supported their interests. This was evident within their practice. Staff spoke positively about their opportunities for leadership roles and felt supported to lead in aspects of children's learning.

The staff team had undergone considerable change since the last inspection. The school had undertaken its own recruitment and had strived to identify staff who would fit in to their team and bring the skills required to meet the needs of the children and their families in Loudoun-Montgomery.

We found systems were in place to keep children safe. Staff had completed in house child protection training and were keeping up to date with current protection issues. Further consideration should be given to the service safeguarding flowchart to ensure the right support is given/sought at the right time.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of management and leadership

Findings from the inspection

The management team had recently been established and included the headteacher, depute headteacher, the nursery manager and two senior nursery practitioners. Although still in the early stages, we found evidence that the new management structure would have a positive impact on service delivery and had the potential to deliver quality outcomes for children and families in Irvine, North Ayrshire.

We found that the new management team was approachable, open and honest throughout the inspection visit and were happy and willing to engage in the inspection process. We observed that the management team had clear roles and responsibilities which aided staff to know who to contact for support when required.

Self-evaluation had been developed within the service and did consider the views of staff. This should continue to be embedded across the nursery. Monitoring of self evaluation had been undertaken by the management team. This should continue to be supervised and the headteacher should have a clear overview.

A good programme of observing and monitoring daily practice had been introduced. This should continue to be developed through further reflection, observation and action.

The management team held regular and flexible meetings with staff. We found that these were meeting the needs of staff and we could see the positive changes that were resulting from them. Management spoke with us about changes and development to staff meetings in the future which we felt were appropriate and would continue to support staff. We found this flexible approach to be very good practice.

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

Requirement 1

By 31 March 2019, the provider must ensure that child protection procedures are reviewed and updated to ensure the procedures are clear and accurate with regards to the responsibility of reporting of concerns.

This is to comply with The Social Care and Social Work Improvement Scotland (Requirements for care services) Regulations 2011 SSI 2011/210 Regulation 4(1)(a) Welfare of users, and to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state: "I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities." (HSCS 3.20)

This requirement was made on 26 March 2019.

Action taken on previous requirement
Procedures had been reviewed and updated. Training had been accessed. Staff were aware of their responsibilities.

Met - within timescales

What the service has done to meet any recommendations we made at or since the last inspection

Previous recommendations

Recommendation 1

Management and staff should consistently and robustly ensure that personal plans for each child clearly set out how they meet the individual's health, welfare and safety needs. The personal plans should show progression. The personal plans should be linked to the planning, tracking and assessment cycle.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state: "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 26 March 2019.

Action taken on previous recommendation
This recommendation had been met.

Recommendation 2

In order that a consistent, effective and well recruited staff team cares for children and their families, the provider should consider ways to include the nursery in the centralised recruitment process.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state: "I can take part in recruiting and training people if possible" (HCSC 4.9) and "I am confident that the people who support and care for me have been appropriately and safely recruited." (HSCS 4.24)

This recommendation was made on 26 March 2019.

Action taken on previous recommendation
This recommendation had been met.

Recommendation 3

In order that competent and well trained staff care for children in Loudoun-Montgomery Primary School Nursery, the provider should ensure that all staff have access to continued professional development. A training needs analysis should be developed.

This is to ensure care and support is consistent with the Health and Social Care Standards which state: "I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes." (HSCS 3.14)

This recommendation was made on 26 March 2019.

Action taken on previous recommendation
This recommendation had been met.

Recommendation 4

In order to ensure that the nursery benefits from continuous improvement, the headteacher should develop rigorous and systematic monitoring and supervisory procedures for assessing and improving the nursery. Devolved and delegated leadership roles and responsibilities should be considered.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state: "I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes" (HSCS 4.19) and "I use a service and organisation that are well led and managed." (HSCS 4.23)

This recommendation was made on 26 March 2019.

Action taken on previous recommendation
This recommendation had been met.

Complaints

Please see our website for details of complaints about the service which have been upheld.
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	
26 Nov 2018	Announced (short notice)	Care and support Environment Staffing Management and leadership	3 - Adequate 4 - Good 3 - Adequate 3 - Adequate
8 Dec 2015	Unannounced	Care and support Environment Staffing Management and leadership	Not assessed Not assessed Not assessed Not assessed
30 Jan 2013	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
30 Sep 2009	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 4 - Good 5 - Very good

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Contact us

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

enquiries@careinspectorate.com

0345 600 9527

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