Condorrat Primary School Nursery Class
Day Care of Children

Morar Drive
Condorrat
Cumbernauld
Glasgow
G67 4LA

Telephone: 01236 794826

Type of inspection:
Unannounced

Completed on:
23 August 2018

Service provided by:
North Lanarkshire Council

Service provider number:
SP2003000237

Service no:
CS2003048472

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 was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

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.

Condorrat Primary School Nursery Class is provided by North Lanarkshire Council and is based in the town of Cumbernauld. Condorrat Primary School is a bilingual school teaching the curriculum through the mediums of English and Gaelic. The nursery operates in two streams with the morning children learning through the medium of Gaelic and the afternoon children through English. The head teacher is the named manager of the service and the depute head teacher has delegated management responsibility for the nursery class.

The service is registered to provide a care service to a maximum of 40 children aged from three years to those not yet attending primary school.

The service must comply with the following staff ratios:

Adults:Children three and over 1:8, where children attend facilities providing daycare for a session which is less than a continuous period of four hours in any day the adult:child ratio may be 1:10 providing children do not attend more than one session per day. Two adults to be on duty at any one time. Only adults in contact with the children the majority of the session should count towards the ratios.

The nursery has exclusive use of room one and room two.

The nursery is provided from one large open plan playroom. There are both boys and girls toilet facilities leading off from the entrance hallway and cloakroom area. There are two outdoor play areas, one paved and one grassed both accessible from the playroom.

The nursery aims to: "provide a stimulating environment where children have quality learning experiences through the medium of Gaelic and English".

A full statement of aims and objectives is available from the service on request.

This report was written following an unannounced inspection carried out by two care inspectorate inspectors over the course of two days. We visited on Wednesday 22 August 2018 and returned on Thursday 23 August to complete the inspection and provide the management team with feedback on our visit.

During the inspection we spoke with many of the children, parents/carers, staff and management team.

We asked the service to distribute 16 care standards questionnaires to parents/carers on our behalf. Four were completed and returned to us prior to the inspection taking place. We also received five completed questionnaires from staff.

We assessed the quality of care and support and staffing at this inspection.

What people told us

Children's views:

During our visit many children had just returned from summer break and were happy to return to nursery. Some children had just started nursery and were settling well. Children experienced a warm welcome from caring, kind staff and clearly enjoyed coming together with their friends. The children had fun and enjoyed the range of activities on offer.

Children's comments included:

"I can go fast on my bike"

"Look there's bugs in the dirt"

"It's hard work with your friend on the back of the bike"

"I'm waiting my turn"

I like drawing a picture outside"

"I like snack"

"The butterfly is going to bed in the soil"

"We are going to the shops"

Parent/carer's views:

We spoke with five parents/carers during our visit. They spoke positively about their child's nursery experience and shared specific examples of the personal support their child had received from staff. They described confident children who had developed special friendships in nursery. They were confident in the care provided by "caring, professional and friendly" staff and felt they could approach them with any queries. They felt valued and fully involved in the service. Parents/carers whose children attended morning nursery sessions spoke positively about the benefits of their child learning the Gaelic language.

Parents/carers who completed the care standards questionnaires strongly agreed/agreed with all statements. These related to the quality of care and support, environment, staffing and management and leadership.

Their comments included:

"Lovely staff who care for my child really well"

"My child gets the help he needs".

Self assessment

We did not request a self assessment from the service prior to this inspection. We looked at the service's improvement plan and talked to the management team about progress from the last inspection and future plans for improvement.

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	not assessed
Quality of staffing	4 - Good
Quality of management and leadership	not assessed

What the service does well

Condorrat Primary School Nursery had created a positive ethos where children, parents/carers and visitors felt welcomed, valued and respected. Management and staff were committed to improving outcomes for children and families.

Children were safe, happy and content. Both new and returning children had settled well and were confident in the setting. They had fun and enjoyed playing with their friends. Children were engaged in their play and activities were well planned to take account of their interests and learning needs. Children independently accessed, or were well supported to access, all areas of the nursery. The playroom and outdoor areas were set out well to promote children's choice and independence.

Kind and caring staff valued children and families and knew them well. We could see they had established positive relationships with children and parents/carers. We observed warm, nurturing interactions between staff and children. Staff were responsive to children's wishes and attentive to their needs. Each child had a key worker who had special responsibility for their care. We observed them sharing and gathering information with parents/carers at drop off and pick up times, which ensured they were well informed about children's changing needs. This provides continuity of care between home and the nursery setting, helping children to feel settled and safe.

Staff were confident in their role and were clear about their responsibilities. They felt well supported by management and spoke of a positive working atmosphere. They were consulted on important matters and had opportunities to discuss their work and individual children. Staff worked well as a team, communicated effectively with each other and were enthusiastic about their work. They engaged well with the inspection process and responded positively to our suggestions.

Staff were aware of their responsibility to keep their professional knowledge up to date and had attended training, used professional reading and visits to other nurseries to ensure they had knowledge of legislation and best practice. We encouraged staff to continue to engage in professional development opportunities and use best practice guidance to enhance the quality of children's play experiences and ensure routines continue to meet their needs and preferences. This will ensure that children are motivated to play and learn.

Staff told us they understood the service's child protection procedures. They had been briefed on child protection matters and attended training to refresh their knowledge on this topic annually. This supported them to keep children safe and protected.

What the service could do better

The service used children's personal plans and online learning journals to capture important information about children's learning and development. Online learning journals were being used well to share information about what children had been learning about at nursery and parents/carers could interact with these at home. However we found there were gaps in the information recorded about children in their written plans, which was necessary to support staff to plan for their individual needs. We provided staff and management with information and advice about how this could be taken forward. We have made a recommendation about this (see recommendation 1).

We found the system for managing medication needed to be improved. We identified gaps in the information needed to fully support children's health and wellbeing. We have made a recommendation about this (see recommendation 2).

We found not all staff had been registered within the required timescales with the Scottish Social Services Council (SSSC) at the time of inspection. All early years practitioners working with children are required to be registered with the SSSC. The SSSC regulates the social service workforce in Scotland to ensure children are cared for by trusted, skilled and confident staff. Management kept us apprised of the situation following the inspection and have since informed us that all staff are now registered. We recommended that an effective system to audit staff registration with their relevant regulatory body be developed and implemented. We have made a recommendation about this (see recommendation 3).

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 3

1. Children's written plans should be further developed to demonstrate how their health, welfare and safety needs are being met.

This is to ensure that care and support is consistent with the Health and Social care Standards 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) and 'My care and support meets my needs and is right for me' (HSCS 1.19).

2. To ensure children's needs are being met effectively, management and staff should improve how medication is managed in the service.

This is to ensure care and support is consistent with the Health and Social Care Standards which state;

'I experience high quality care and support based on relevant guidance and best practice' (HSCS 4.11).

3. Management should ensure there is a robust system in place to monitor staff registration with their regulatory body.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state; as a child 'I am confident that people who support and care for me have been safely recruited' (HSCS 4.24) and 'I use a service that is well led and managed' (HSCS 4.23).

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

Inspection and grading history

Date	Type	Gradings	
16 Jun 2015	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
21 Jun 2012	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
13 Jan 2009	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 3 - Adequate 4 - Good

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