Gorebridge Primary School Nursery
Day Care of Children

2c Barleyknowe Lane
Gorebridge
EH23 4XA

Type of inspection:
Unannounced

Completed on:
21 November 2019

Service provided by:
Midlothian Council

Service provider number:
SP2003002602

Service no:
CS2007157189

About the service

Gorebridge Primary School Nursery is registered to provide a care service to a maximum of 60 children per session aged between 3 years to entry into primary school. The service is provided by Midlothian Council. The service is located in the town of Gorebridge and is close to local amenities and transport links.

The nursery consists of one large playroom. There are toilet facilities within the playroom space. There is an additional general purpose room, which is used for group activities and at lunchtime. The nursery has its own entrance. Children have sole access to a fully enclosed garden.

The aims of the service are:
-Provide a welcoming, safe and caring nursery,
-Make every child feel important and valued,
-Match experiences and opportunities to the needs of the child,
-Provide a wide variety of fun learning experiences,
-Work closely with parent/carers and involve them in nursery.

What people told us

Prior to the inspection we sent out 20 Care Standard Questionnaires (CSQs). We received eight completed CSQs back. During the inspection, we spoke with a further four parents. Some comments from both sources included:
"I think the staff are fantastic, always have a smile for you. They have a lot of children on a daily basis, but always take time to go through parts of your child's day. My child tells me on a daily basis all the things he has done, from play to walks with his teachers. Great environment."
"Very welcoming and approachable".
"There is always lots of information about my child when picking them up. My child has settled really well."
"Really like the way the nursery gets feedback from us and is keen for us to get involved. There gave been some changes this year including more natural area/things to play/explore, lots more photo displays/info boards etc. which we really like and really enhance the area and the experiences the children have."
"Fantastic staff and nursery"
"I feel there could be more one to one with each child."

We discussed the feedback with the service and used the comments to inform the inspection.

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 were happy, engaged and relaxed throughout the inspection visits. They were exploring through their natural curiosity and play. Children had good opportunities to problem solve and be creative, for example in the well resourced brick area, inviting sand-tray and in the outdoor space.

Staff knew children well. They gathered information from parents that helped them plan for children's care. Staff confidently spoke about some of the strategies in place for individual children and how these were supporting children's needs and wellbeing. Children's learning was recorded in their learning folios, which highlighted their nursery experiences. Staff had introduced systems to track and monitor children's learning over time. Whilst we found that there were still areas for improvement in relation to observations and tracking learning the service had a clear plan on how they were taking forward these improvements. We were confident they would continue to work on this area to support children's learning and development.

Children were protected because the staff and management team had revisited and reviewed the child protection procedures since the last inspection. Staff training had supported the enhancement of knowledge and understanding. A review of the procedures had made the recording and referrals of concerns clearer meaning there were more effective measures in place.

Children's independence was promoted through the opportunities they had to prepare and enjoy snack. At snack and lunch time children could self-serve and pour their own drinks. Whilst snack was unhurried and relaxed, the lunchtime routine required further development. At times, staff became task led meaning children did not always have as positive an experience as possible. We discussed this with the service, who agreed to consider the lunchtime routine and practice. We signposted the service to some best practice guidance such as 'Food Matters' (Care Inspectorate, 2018) and were confident they would consider how they could make positive developments to the lunch experience.

Children's health needs were respected because the service had a system in place for the effective management and administration of medication. Medication was stored safely and staff were aware of any individual medical needs. This meant they could respond effectively when children required medication.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

Children were active and included because they could freely choose where they played. The layout of the playroom and garden supported children to easily select resources and plan their play. Children were engaged in sustained periods of uninterrupted play. The service had embedded free flow access to outdoor play with children having lots of opportunities for fresh air and exercise. Within the garden area children were developing their imagination as they played in the mud kitchen.

Children's creativity and inquiry skills were promoted by 'loose parts' and 'open-ended' materials. These resources supported children to work together, assess and manage risk and be creative in a variety of ways. Whilst resources were providing children with good play opportunities, we discussed with the service the need to continue to review the resources to ensure they offered appropriate depth and challenge for all children. For example, some children would benefit from more opportunities to problem solve with more complex materials and technologies.

Children were active, included and achieving because the service had established positive and meaningful links with local resources and the wider community. Regular visits to older people in the community were helping children to learn about different people and make positive bonds with members of their community. On the day of inspection, we saw children were very excited about going to see the people they knew there.

Children's literacy and communication skills were promoted as they regularly enjoyed stories with staff. The cosy story corner provided children with a comfortable space where they could explore books both independently and with other children and adults. The service had also developed a small nurture space, which provided children with a quiet area to relax. We saw children used this well throughout the inspection visits. However, there were further opportunities within the playroom for nurturing, cosy spaces to be created to further promote children's wellbeing.

We spent time with children in the general purpose room during their lunch. We found there were further opportunities to develop this space to make it more homely and nurturing. Staff should consider the use of resources and space in this room to prevent children becoming disengaged in the periods before and after lunch. We were confident the service would consider this room and develop the lunchtime environment for children.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Interactions between children and staff were warm and nurturing. Staff were sensitive to children's individual needs and personalities. This contributed to children feeling secure and confident. Staff knew children and families well resulting in the development of positive and trusting relationships and effective partnership working with parents.

Staff were focussed on the needs and experiences of the children. Positive and effective communication was a key strength of the team. Staff shared information with each other, which helped promote a continuity of care for children. Staff had regular meetings as a team and with the depute who had responsibility for the nursery. This allowed them to discuss aspects of nursery. Children were benefitting from staff working together to create an ethos of respect and inclusion. There had been some changes in the staff team since the last inspection and staff had worked well together to develop their vision for the setting. New staff felt supported in their role through mentoring and induction.

Staff training in outdoor play was continuing to have a positive impact on the quality of play and learning. The team were working together to develop their practice in relation to observing, tracking and monitoring children's learning and progress. Whilst further development was needed staff were being supported well by senior members of the team within the nursery. Staff training in relation to children's emotions and self-regulation had allowed staff to explore different ways in which they could support children's wellbeing. For example, emotions stones helped children identify their feelings in a visual, child-centred way.

Staff were developing their understanding of how they can further support children to lead and shape their own learning. Children's voice was evident in the planning floorbooks and some children confidently reflected on their learning with us when viewing the floorbook. Staff were aware of how to promote children's curiosity and inquiry skills. The management team and staff were aware that they still required support to develop their use of higher-order thinking questions to provide additional challenge to children in their learning. We were confident the service would continue to develop this.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

Work had taken place to address the requirement and recommendations from the last inspection and we could see that as a result children's experiences had improved. The use of self-evaluation guidance and tools were supporting the staff team to consider the quality of service. For example, the use of a literacy toolkit had allowed them to consider how they could further support children's early writing skills. The service was

developing the ways in which parents and carers could be involved in self-evaluation. We saw examples of this in the improvement journey floorbook.

The management team had a visual presence in the service meaning they were available to offer support and guidance to staff and parents. They had a good overview of the needs of families, children and the staff team. Regular support meetings were helping staff to consider their strengths and identify areas for improvement.

There was a commitment to continuous professional development with staff being supported to undertake training and learning relevant to their role and the needs of the service. We discussed with the management team the importance of staff continuing to engage in best practice and professional reading. This will support the continued improvement of the service and encourage staff to develop as reflective practitioners.

We reviewed information relating to child protection and found improvements had been made in line with the previous requirement, which was met. Children's files were organised, and the use of relevant paperwork was providing staff with the tools to effectively report concerns. We discussed with the head teacher the usefulness of including a summary of the decision-making process to children's chronologies, to further support robust record keeping practices. We were confident that the head teacher would consider this.

Since the last inspection, the service had worked with the Care Inspectorate and relevant notifications had been made to us. However, we asked them to revisit the Care Inspectorate notification guidance in relation to the outbreak of infectious diseases to ensure they are consistently reported to us. This is so we can be confident that the service has taken appropriate action as necessary to keep children safe and healthy. We were confident that the management team understood the guidance and moving forward would report any necessary outbreaks to us.

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

In order to ensure children are effectively safeguarded the provider must review the child protection policy and procedures so that there is a clear and consistent process for acting upon and recording concerns by 1 March

2019. The provider must review all children's files and the systems used to record concerns to ensure that they provide clear information in line with current best practice guidance by 1 March 2019.

This is in order to comply with Regulation 4(1)(a) Welfare of users of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011/210 and ensure that care and support are consistent with the Health and Social Care Standards, which state that '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 17 January 2019.

Action taken on previous requirement

The service had revisited and reviewed the child protection procedures. Staff training had supported the enhancement of knowledge and understanding. A review of the recording system had made the recording of concerns clearer meaning there were more effective measures in place. Children's files were organised, and the use of relevant paperwork was providing staff with the tools to effectively report concerns. The files had chronologies which helped to provide a clearer picture of concerns and the actions taken by the service and other lead agencies.

Met - within timescales

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

Previous recommendations

Recommendation 1

To ensure that staff effectively support and track children's learning, observations and next steps within children's learning folios should be improved. The service should support staff to develop their understanding of how to assess children's learning and record quality observations so that they can effectively monitor and track children's progress. This is to ensure care and support is consistent with the Health and Social Care Standards, which state that 'I am supported to achieve my potential in education' (HSCS 1.27).

This recommendation was made on 17 January 2019.

Action taken on previous recommendation

The service had introduced systems to track and monitor children's learning over time. Staff had been provided with training in relation to planning and were working with the leadership team in the nursery to further develop their skills in assessing learning and writing quality observations. Whilst some observations did not capture significant learning or skills there were improvements since the last inspection. Whilst we found that there were still areas for improvement in relation to observations and tracking learning the service had a clear plan on how they were taking forward these improvements. We were confident they would continue to work on this area to support children's learning and development. Therefore, we have assessed this recommendation as being met.

Recommendation 2

To ensure children's health and wellbeing is maintained the nursery should ensure clear and consistent systems are in place for the recording and administration of medication. They should ensure that records clearly identify the symptoms and plan of action to be taken. The medication policy should be updated to ensure it provides clarity on the recording, administration, and storage of medication in line with current best practice. This is in order to ensure that care and support is consistent with the Health and Social Care Standards, which states 'I experience high quality care and support based on relevant evidence, guidance and best practice' (HSCS 4.11).

This recommendation was made on 17 January 2019.

Action taken on previous recommendation

The service had a system in place for the effective management and administration of medication. Medication was stored safely and staff were aware of any individual medical needs. Symptoms and any plan of action was clearly recorded. The service was clearly following the Care Inspectorate's guidance 'Management of medication in daycare and childminding services'.

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	
14 Jan 2019	Announced	Care and support Environment Staffing Management and leadership	3 - Adequate 4 - Good 3 - Adequate 3 - Adequate
8 Feb 2016	Announced	Care and support Environment Staffing Management and leadership	4 - Good 5 - Very good 5 - Very good 4 - Good

Date	Type	Gradings	
31 Jan 2013	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
8 Oct 2010	Unannounced	Care and support Environment Staffing Management and leadership	6 - Excellent Not assessed Not assessed Not assessed
16 Feb 2009	Announced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good

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