Clyde Valley Kindergarten
Day Care of Children

Stonebyres
Kirkfieldbank
Lanark
ML11 9UP

Telephone: 01555 660123

Type of inspection:
Unannounced

Completed on:
30 August 2019

Service provided by:
Clyde Valley Kindergarten Limited

Service provider number:
SP2009010231

Service no:
CS2008186187

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

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

Clyde Valley Kindergarten is registered to provide a Day care service to 49 children:

- 4 children 0 to 1 in the Baby Room
- 17 children 1 to under 3 years in the Rainbow Room
- 28 children 2 1/2 to 5 years in the Sunshine Room OR Sunshine Room children in their pre-school year and children attending the 'out of school care' to a maximum of 28 children.

The provider of the service is Clyde Valley Kindergarten Limited. The service is in partnership with South Lanarkshire Council to provide funded places.

The nursery operates from a purpose-built building in Kirkfieldbank, near Lanark. The nursery playrooms are on one level. The under three playroom has direct access to a decked balcony area. The service is set in a rural location with clear views of the surrounding countryside. There are large enclosed and varied outdoor play areas for all children to access.

A full set of aims, vision and values were in place.

The service aims include:

- to build close relationships with parents/carers and families
- to involve parents/carers and families in all aspects of the Kindergarten
- to promote inclusion and equality within the Kindergarten.

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 (GIRFEC), Scotland's national approach to improving outcomes for children, by offering the right help at the right time from the right people. It supports them and their parents to work with services that can help them. There are eight wellbeing indicators at the heart of GIRFEC: safe, healthy, achieving, nurtured, active, respected, responsible and included.

What people told us

We saw that the majority of children within each playroom were happy and settled in the care of staff. Some children were in the process of settling into the service and plans were in place to support this.

The children were keen to engage with us over the course of the inspection. They invited us into their play and told us about their experiences at the service. Their comments included:

'That's a heart and a circle and stars. I made one star, two stars.' (playdough)
'It's too 'burny'. I put it in the oven.' (home corner)

'Make pancakes in the oven.' (home corner)
'I'm washing the carrots.' (outdoors in water)
'Soap smells of strawberry.' (indoors in water)
'Mum and Dad and me going for a walk in my garden.' (discussing drawing)
'That didn't fall off because it's heavy.' (exploring 3D shapes)
'Dad and gran and me gathered the hay and wrapped it. We are going swimming in Hamilton.' (news from home)

We sent 21 care standards questionnaires to the manager to distribute to parents/carers of children who experienced care at the service. Eleven completed questionnaires were returned in April/May, three or four months before the inspection.

We also spoke to five parents over the course of the inspection as they dropped off or collected their children.

Parental comments included:

'I am more than happy to leave my child in the care of Clyde Valley Kindergarten. This is my second child who is here and I didn't look for anywhere else because my first child had such a good experience. I know from their diary that they have a fun packed day and they really enjoy going as they speak about their friends and activities.'

'I am so pleased at how my children have settled in. I am confident in sending them there and they love all the staff. The daily updates are informative and it is lovely to see pictures of them.'

'Overall I am extremely happy with the care and support my child receives at the kindergarten. They cater for all my child's needs and support them at all times. My child thoroughly enjoys their time there and has built very good relationships with the staff.'

'Fantastic nursery, highly recommend to others. My child particularly enjoys the outdoor area. Only negative is the high turnover of staff, in particular for the children.'

We discussed all comments anonymously with the manager and assessed the quality of staffing theme at this inspection.

Self assessment

The service had not been asked to submit a self-assessment in advance of the inspection. We discussed their improvement plan and quality assurance paperwork. These demonstrated their priorities for development and how they were monitoring the quality of the provision.

From this inspection we graded this service as:

Quality of care and support	5 - Very Good
Quality of environment	not assessed
Quality of staffing	5 - Very Good
Quality of management and leadership	not assessed

What the service does well

Through discussions and observations, it was clear all staff we spoke with knew the care and support needs of the children in their care very well. We saw that the majority of children were happy and confident in their surroundings. A few children who appeared unsettled at times had just started at the service and were settling into their playroom with sensitive and nurturing support from staff. Parents confirmed these transitions were handled well and were varied to suit the individual child and family's needs. One parent told us:

'Staff have been so good at helping my child to settle. We have discussed sleeping times, their routines and how we can work together. They even sent home photos of all the staff for us to talk about with my child at home. I am really happy with everything. Communication is very good. They tell me every day how they have been and plan for the next day.'

We sampled children's personal plans. These recorded all required information, identified next steps in learning and children's progress and development. Detailed information was in place, with input from external agencies where required, to support children with additional support needs. We advised where some information could be expanded to acknowledge agreements and discussions which had taken place with parents. This was actioned by the second day of the inspection. This meant there was more detailed information which clearly recorded children's individual needs.

Through discussions and observations, it was apparent that all staff within both playrooms were following best practice guidance for infection prevention and control, hand hygiene, nappy changing and safe sleeping practices for children who may require a sleep while at nursery. This contributed to the health, safety and wellbeing of children while at the service.

A cook prepared and provided home cooked meals for the children. She took account of current best practice guidance, children's allergies, cultural and dietary requirements as well as their individual preferences. We observed the snack and mealtimes and saw that these were pleasant, sociable and unhurried experiences where staff sat alongside children. Staff assisted individual children where required, supervised their safety when eating and were engaged in pleasant conversations. We advised where children's independence in setting the table, serving themselves and clearing their own dishes and cutlery away could be further promoted.

Staff were responsive to children's needs and requests throughout the inspection. Children in both playrooms directed their own play and could freely access a wide range of resources, activities and experiences suitable for their age and stage of development. We saw children having fun as they developed their skills in understanding, thinking, investigation and problem solving, including imaginative play and story telling. The service used real food and objects in imaginative play and had further developed the use of loose parts play, both indoors and outdoors. This stimulated children's natural curiosity, learning and creativity, using open ended and natural materials.

We saw that all children had the opportunity to play outdoors over the course of the day. As the weather was changeable, sun cream or waterproof suits were worn at different times in the day, as appropriate. This promoted active, healthy lifestyles encouraging children to be outside in all weathers. The service had recently gained their third Eco flag and had developed an Eco garden to include large areas for sand, water and a 'bug hotel'. Staff were proactive in their professional development and were currently reading and discussing the recently published 'Out to Play' document to further their own knowledge and to inform and extend outdoor learning opportunities for children.

We saw that all garden areas were enclosed and well used by children over the course of the inspection. There were ample and varied opportunities for children to follow their interests and direct their own play. We saw how

the sloping grassed areas offered children further challenges within this natural environment. Additionally, children under three years of age had the benefit of direct access from their playroom to a large decked veranda which offered free flow play opportunities and views over the surrounding countryside. This meant that the children could decide where they wanted to play, choosing from indoor and outdoor play experiences for most of the day.

Management and staff were experienced, enthusiastic and motivated in ensuring positive outcomes for children. Through discussions and our returned staff questionnaires, staff informed us of the very good support they had from management and their colleagues. They spoke of specific training, for example child protection training and were clear on their roles and responsibilities in keeping children safe. They told us of the close working relationships they had with external agencies which had improved outcomes for children and extended their own knowledge in particular areas and highlighted the support given to them by management to progress in their career in early learning and childcare. This had created a positive, quality learning environment for children and a positive working environment for staff.

Parental comments included:

'Friendly, approachable staff with common sense and kindness. Lots of variety. Plenty of outdoor time. All learning seems very child-led. Excellent.'

'We are extremely happy with the service provided by Clyde Valley Kindergarten. All staff past and present have shown my child love, kindness and respect. My child is very comfortable around the staff and still has a close bond with their keyworker from the under three room. The team are amazing at what they do, easily approachable and great at offering advice on parenting difficulties.'

'I love the online diary as we can see all the fun they have at nursery. The staff update it every day they are here with photographs and what they have been learning about. We can also put on a comment. The staff go above and beyond what we would expect them to.'

What the service could do better

Although we saw the older children accessing fresh drinking water independently outwith snack and meal times, we advised that fresh drinking water should be more readily available to the younger children throughout the day. We shared current information which highlighted the amount of fluid children of different age groups should have per day to support babies and young children's health and wellbeing. https://www.hps.scot.nhs.uk/think2drinkh2o

We saw that there had been some staff changes in recent months. We sampled three staff files for staff who had been recruited since the last inspection. We noted that two references were not consistently recorded on an applicant's CV/application form. There was no information recorded to explain why an additional or different referee had been contacted for a reference for the applicant. After our discussions, the manager amended this sheet. This improved format would benefit future recruitment processes and audits. We emailed the document 'Safer recruitment through better recruitment' to the service to further inform the provider and manager of current good practice guidance and to inform the safe recruitment policies when reviewed.
(see recommendation 1)

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. To ensure the recruitment of staff is in line with current good practice documentation 'Safer recruitment through Better Recruitment', the manager should:

- review and update the service's recruitment policy to ensure it is in line with this current good practice guidance
- ensure each applicant records the full details of two referees on their CV/application form, one of whom is a previous employer
- ensure there is evidence of the service requesting the references from the two named referees recorded on the applicant's CV/application form
- ensure that there is clear information recorded in the event a third reference has been required or requested
- alongside a satisfactory PVG, ensure two satisfactory references are in place prior to a person starting to work in the service
- implement the service's updated overview sheet for all future members of staff who are recruited in the service.

This is to ensure care and support is consistent with the Health and Social Care Standards which state, I am confident that people who support and care for me have been appropriately and safely recruited. (HSCS 4.24)

Complaints

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

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.

Inspection and grading history

Date	Type	Gradings	
12 Jun 2017	Announced (short notice)	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good Not assessed Not assessed
21 Jul 2015	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
6 Aug 2013	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 5 - Very good 4 - Good
11 Aug 2011	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 4 - Good 4 - Good Not assessed
11 Oct 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good Not assessed Not assessed Not assessed
14 Jul 2009	Announced	Care and support Environment Staffing	5 - Very good 4 - Good 5 - Very good

Date	Type	Gradings	
		Management and leadership	5 - Very good

To find out more

This inspection report is published by the Care Inspectorate. You can download this report and others from our website.

Care services in Scotland cannot operate unless they are registered with the Care Inspectorate. We inspect, award grades and help services to improve. We also investigate complaints about care services and can take action when things aren't good enough.

Please get in touch with us if you would like more information or have any concerns about a care service.

You can also read more about our work online at www.careinspectorate.com

Contact us

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

enquiries@careinspectorate.com

0345 600 9527

Find us on Facebook

Twitter: @careinspect

Other languages and formats

This report is available in other languages and formats on request.

Tha am foillseachadh seo ri fhaighinn ann an cruthannan is cànain eile ma nithear iarrtas.

অনুরোধসাপেক্ষে এই প্রকাশনাটি অন্য ফরম্যাট এবং অন্যান্য ভাষায় পাওয়া যায়।

یہ اشاعت درخواست کرنے پر دیگر شکلوں اور دیگر زبانوں میں فراہم کی جاسکتی ہے۔

ਬੇਨਤੀ 'ਤੇ ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਹੋਰ ਰੂਪਾਂ ਅਤੇ ਹੋਰਨਾਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲਬਧ ਹੈ।

هذه الوثيقة متوفرة بلغات ونماذج أخرى عند الطلب

本出版品有其他格式和其他語言備索。

Na życzenie niniejsza publikacja dostępna jest także w innych formatach oraz językach.