Forbes Childrens Nursery Bruntsfield Place
Day Care of Children

46 Bruntsfield Place
Edinburgh
EH10 4HQ

Telephone: 0131 229 1970

Type of inspection:
Unannounced

Completed on:
25 February 2019

Service provided by:
Bruntsfield House Nursery Ltd

Service provider number:
SP2009010582

Service no:
CS2009232622

About the service

Forbes children's Nursery Bruntsfield Place (referred to as the service throughout this report) is registered with the Care Inspectorate to provide care to a maximum of 76 children aged from birth to not yet attending primary school. The service operates from 8:00am - 6.00pm Monday to Friday.

The service is located in a three storey former dwelling house with enclosed gardens close to a large area of open parkland and local shops. There are playrooms on all three floors, toilets and changing areas, a kitchen, staff room and office space. The parts of the building used by pre school children opens directly into the garden allowing children to enjoy free flow play throughout the day.

The inspection took place over two days on Tuesday 19 February and Monday 25 February 2019. We gave feedback to the provider, the area manager and the nursery manager on Monday 25 February 2019.

The services aims include the following:

"To provide a safe stimulating and secure environment where children can develop confidence and self esteem at their own pace.
To use current national documents to tailor practice and the experiences of your child.
To value and respect staff and help them develop as individuals by providing training, resources and support to progress their careers.
To create and develop interesting play spaces both indoors and out to promote children's natural curiosity, creativity and enquiry."

We check that 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. There are eight wellbeing indicators at the heart of GIRFEC. They are: safe; healthy; achieving; nurtured; active; respected; responsible and included.

What people told us

During the inspection we chatted to some of the children who were happy to engage with us. Children presented as happy and relaxed in the care of staff. Some children were interested in the purpose of our visit and offered to show us round. They were confident in pointing out their favourite areas and how they used them. general comments included:

"When you do your writing say that we paint and play all the time."
"I like the ship, my Grandma went on a cruise."
"I like playing with my friends."

Prior to the inspection taking place we sent 30 Care Standard questionnaires (CSQ's) to the service for distribution among families. Twelve of these were returned before the inspection took place. In answer to the question 'Overall I am happy with the quality of care my child receives in this service' six respondents strongly agreed five agreed and one did not know. We spoke to 5 parents during the inspection. Comments from both sources included the following:

"Very happy with the staff and the management team. My children are well cared for, the staff are lovely and my children are very fond of them. There's always someone to talk to if you want/need to, nothing is too much trouble."

"The whole nursery team is great. Nice, helpful and supportive. It's a pity to see such a staff rotation, it's always sad to see them go especially when they've been with the kids a while. Overall very happy over the years."

"My child has been attending the nursery for over two years and is very happy. The transition to Forbes has been excellent and has made the nursery stronger. All the staff are amazing and make you feel included."

"We're generally happy with the service. Communication is good by and large. The rate of staff turnover has been a little worrying though perhaps a part of transition. The range of activities on offer is particularly good and seems responsive to the children's interests and enthusiasms."

"The staff are always open to chat about anything I need to. My child is happy and has a great time. They have a particularly lovely time when they go our exploring the neighbourhood and loved doing things such as forest school."

"I have two children here (and one who has finished) and think the facilities and staff are all brilliant. Staff seem so much happier since Forbes became involved and communication has significantly improves."

"We cannot fault the nursery at all. Our child has been at Bruntsfield for over a year and it is very clear to us that they enjoy it and have developed significantly in all aspects. "

"While Forbes take care to ensure that child/carer ratios are correct I do feel that in pre school there isn't enough staff to keep an eye on the children. "

"We're very happy with the service, we especially like the fact that children are outdoors so often, every day unless the weather is really bad".

"The nursery is very well resourced. My child talks with great enthusiasm about their play and their friends."

" We understand that staff turnover in nurseries is higher than in other workplaces. But in the last year or so turnover has been particularly high"

"The staff always seem happy and welcoming It gives me peace of mind and allows me to focus on my own work knowing my child is well cared for."

"Now that my child is settled they are always happy to go into nursery, Sometimes if we are passing on a day when I'm not working they want to go in and play with their fiends.."

A concern was raised that children were transitioned through the playrooms to take account of staffing ratio's. We found no evidence to support this.

The above comments were shared with the provider.

Self assessment

The service has not ben asked to complete a self assessment in advance of the inspection. We looked at the services own improvement plan and quality assurance paperwork. These documents considered the strengths of the service and identified areas for improvement.

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

The nursery was well equipped to meet the needs and interests of the children. Children were confident, busy and engaged in their chosen activities. Loose parts and natural materials inside and outdoors' encouraged open ended play. This allowed children to use their imaginations and develop their play at their own pace which supported positive outcomes. Staff were on hand to assist children when necessary. They were skilful in judging when their intervention would add to the quality of experience. Strong positive relationships had developed between staff and children who flourished in this enabling culture.

Forest schools had become an established part of the nursery routine for older children. This together with the daily opportunities to play in the well equipped nursery garden and frequent use of local parks and places of interests ensured that children had a range of opportunities to experience active outdoor play.

Transitions into and through the nursery were well managed. This evidenced staff's understanding of the importance of ensuring that children were socially and emotionally ready to move on to the next stage playroom. Parents views were taken account of in deciding when it was appropriate for their child to move.

Staff consulted children consistently, responsive planning helped ensure their interests were reflected in their environment. Staff trusted children to make decisions about their play and had a positive attitude to the benefits of risky play This supported children's confidence and general wellbeing.

Children were encouraged from an early age to value one another, to develop positive relationships with their peer group and to think about their impact on others.

An audit of staff recruitment records showed the service was following safer recruitment procedures as laid out in the Care Inspectorate document 'Safer recruitment for better recruitment.' These measures helped ensure that staff were suitable to enter the early years workforce and that the children they cared for were safe and protected.

Staff expressed high levels of satisfaction in their roles. They spoke of feeling valued by the provider and the senior management team. Regular support and supervision sessions and team meetings encouraged staff to be reflective practitioners as they allowed staff time to focus on their individual case loads, professional development needs and interests, and on their contribution to their team.

Staff told us that training opportunities were wide and varied. They included courses relating to early learning and development, arts and crafts and activity based learning. Staff were encouraged to visit other nurseries in their cluster group and to take part in professional dialogue with colleagues. Staff were able to identify the impact of training in building their confidence and making them more aware of and responsive to the needs of the children in their care.

What the service could do better

We asked the provider to continue supporting less experienced staff with the recording of next steps in children's development. The provider agreed that this was an area for development.

We made some suggestions which we felt would help improve the lunch time experience in the pre school room. When we returned to complete the inspection we found that staff had started to take action on our suggestions.

We will follow these areas up at the next inspection.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

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	
15 Mar 2017	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good Not assessed Not assessed
11 Feb 2015	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good
25 Feb 2013	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 5 - Very good 5 - Very good 4 - Good
30 Jul 2012	Re-grade	Care and support Environment Staffing Management and leadership	Not assessed Not assessed Not assessed 3 - Adequate
11 Oct 2011	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good Not assessed 4 - Good 4 - Good
20 Jul 2011	Unannounced	Care and support Environment Staffing	2 - Weak Not assessed 2 - Weak

Date	Type	Gradings	
		Management and leadership	2 - Weak
23 Jun 2010	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 4 - Good 4 - Good

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