Holy Family Early Learning and Childcare
Day Care of Children

Holy Family RC Primary
Summerhill Terrace
Aberdeen
AB15 6HE

Telephone: 01224 316446

Type of inspection:
Unannounced

Completed on:
28 January 2020

Service provided by:
Aberdeen City Council

Service provider number:
SP2003000349

Service no:
CS2015339369

About the service

Holy Family Early Learning and Childcare is registered to provide a care service to a maximum of 20 children aged from three years to those not yet attending primary school.

The service operated from a purpose-built building within the grounds of Holy Family Primary School. They had a secure outdoor play area and use of the school play grounds.

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 affect 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. Information on SHANARRI can be found at: http://www.scotland.gov.uk/Topics/People/young-People/gettingitright

The service registered with the Care Inspectorate on 14 April 2016.

What people told us

We observed the children in the playroom, garden and lunch during our visit. We found children were engaged in their play, making choices and building their independence within the service.

Some chatted confidently with us, telling us what they enjoyed about the nursery, including snack and playing outdoors. Some were happy to show us their learning journals and tell us about the pictures and what was taking place.

Self assessment

A self assessment was not requested prior to inspection. We viewed last year's improvement plan and saw actions had been taken to progress plans.

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 presented as happy, confident and relaxed throughout the inspection visit. Children enjoyed extended periods of play, which was promoting their imagination, social skills, language and communication. We observed them being creative and problem solving together.

We found staff to be nurturing and responsive to children. They were attentive and responded to children's requests using appropriate praise and encouragement when required. Group times were tailored well for children's age, stage and own choice to participate.

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 journals, which enhanced their nursery experiences. Staff had introduced systems to track and monitor children's learning, although they told us they were currently reviewing this slightly as they had identified improvements that could be made.

The service have recently developed children's personals plans. We found that all children had an effective plan in place which reflected their individual needs. Effective partnership approaches were evident with shared information between families, the service and external agencies where relevant. Plans were regularly updated and used to inform practice.

We noted some good opportunities for children to lead their own plan, for example, choosing their name stickers at creative area, an assortment of loose parts indoors and outdoors. Several experiences and interactions, such as dressing for outdoors and preparing snack, supported children to develop their independence and confidence.

During snack and lunch routines children were supported by staff who knew their dietary needs and preferences. Lunch was a sociable time which took an appropriate length of time which enabled children to eat in a relaxed environment. The staff told us the current lunch experience was very new and still being developed. We discussed potential ways this could be achieved.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

Children were cared for in a clean, safe and secure environment. Play areas enabled children to move freely and access activities easily. Staff had made good use of the space available to them to provide a welcoming environment for the children. The environment was child friendly, bright and attractive. There was a secure entry system and visitors were asked to sign in, ensuring that children were kept safe. The layout within the playroom provided opportunities for children to play independently or in groups.

Children were busy during their time in the service. Friendships had been formed which were obvious during the play experiences we saw. They chatted to each other and shared ideas.

Children felt respected 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, staff told us this was a positive impact of the increased nursery hours.

Children enjoyed moving freely around the playroom and into the outdoor area. Free-flow play was available throughout the sessions, meaning children could choose to be active and explore the outdoors as they wished. Opportunities for creative play through open ended materials, such as loose parts play materials, both indoors and in the garden were good. This supported children's engagement as well as providing some challenge in their play, and allowed children to develop their curiosity, imagination, problem solving and concentration.

Since the last inspection the nursery had made better use of the local community. Children visited a local 'wee green space' and explored the natural area learning new skills and experiencing the natural environment.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Staff were sensitive to children's individual needs and personalities, interactions between children and staff were warm and nurturing. 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.

Staff were encouraged and dedicated to accessing a range of training opportunities and best practice visits within and outwith working hours. They were able to discuss their training and its impact on how they deliver

the service. One staff member described how a recent visit to Madrid had a positive impact on how she developed outdoor learning within the local community.

Staff had worked closely with the management team to develop the service and consider areas for improvement. Recent support visits from the local authority early years team provided opportunities for staff to focus on the strengths of the service whilst considering any aspects that required further development. Staff welcomed this support and were keen to make further improvements to their service.

Staff meetings provided opportunities to discuss children and ensured everyone was aware of any individual needs.These meetings also supported staff to share their ideas and discuss any issues in the service.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

The manager had been in post for little over one year and had spent time getting to know the families and staff team. She was able to confidently speak about the needs of people who use the service and identified her responsibilities in this. It was clear that she placed value on relationships and held regular one-to-one and group meetings with staff which made them feel both valued and supported. The manager demonstrated a clear understanding of the current strengths and aspects for improvement for the service.

The manager also had a visual presence in the service, meaning she was available to offer support and guidance to staff and parents. She 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.

Staff had clear direction as the manager communicated her view clearly. This had built strong team relationships as staff spoke highly of her management.

The service had an improvement plan in place and were making good progress addressing the areas for improvement, whilst building on the strengths. The improvement plan had clear targets and timescales, which supported accountability and an appropriate pace of change.

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

There are no outstanding requirements.

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

Previous recommendations

Recommendation 1

The management team and staff should review and improve the current planning systems. Next steps for learning should be identified and taken forward in order to meet children's learning needs. Record keeping should clearly show children's progress and how this is being tracked and further developed.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state that "As a child, my social and physical skills, confidence, self-esteem and creativity are developed through a balance of organised and freely chosen extended play, including using open ended and natural materials" (HSCS 1.31).

This recommendation was made on 12 April 2019.

Action taken on previous recommendation

Staff had attended 'In the moment' training and had developed and embedded aspects of this into their own planning systems. Children's progress and learning could be tracked, although staff did tell us they wished to make changes to the system to make further improvements. This recommendation had been fully addressed.

Recommendation 2

The manager should introduce a formal self assessment/monitoring system and support staff in taking this forward. This will ultimately improve outcomes for children.

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

This recommendation was made on 12 April 2019.

Action taken on previous recommendation

Although still at the early stages the manager had introduced formal self assessment systems. Regular visits from the local authority also supported staff in taking forward monitoring and self assessment. This recommendation had been fully addressed.

Recommendation 3

The manager should ensure an improvement plan specifically for the nursery provision is developed after the service has been fully assessed and audited. Once adopted the improvement plan will support staff in maintaining and improving positive outcomes for children.

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

This recommendation was made on 12 April 2019.

Action taken on previous recommendation

The service had an improvement plan in place and were making good progress addressing some of the areas for improvement.

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	
5 Feb 2019	Unannounced	Care and support Environment	4 - Good 4 - Good

Date	Type	Gradings	
		Staffing Management and leadership	5 - Very good 3 - Adequate
6 Sep 2017	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 3 - Adequate

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.