

Breadalbane Academy Day Care of Children

Crieff Road
Aberfeldy
PH15 2DU

Telephone: 01887 822300

Type of inspection: Unannounced
Inspection completed on: 8 February 2017

Service provided by:
Perth & Kinross Council

Service provider number:
SP2003003370

Care service number:
CS2003016078

About the service

The nursery is based in a spacious purpose-built area within Breadalbane Academy's Community Campus. The nursery benefits from direct access to a secure outdoor area and from shared facilities within the school.

The service has been registered to provide a care service since 2011. At present the nursery is registered to provide a care service to a maximum of 62 children at any one time aged two years to those not yet attending primary school, of whom a maximum of 12 children are aged two to under three years.

We check services are meeting the principles of Getting it Right for Every Child (also known as GIRFEC), Scotland's national approach to improving outcomes and wellbeing for children by offering the right help at the right time from the right people. It supports them and their parent(s) to work with the services that can help them. There are eight wellbeing indicators at the heart of Getting it Right for Every Child: safe, healthy, achieving, nurtured, active, respected, responsible and included.

The nursery have a list of aims to encourage children to:

- Be curious about the world around them
- Investigate and solve problems
- Reflect and observe
- Be independent learners
- Make choices and decisions
- Be creative
- Think and learn
- Discover
- Communicate with other children and adults.

We wrote this report following an unannounced inspection carried out by two inspectors on 8 February 2017. We gave feedback to the manager and two members of the management team at the end of the inspection.

What people told us

We provided the service with thirty questionnaires for parents of children using the service. Eight completed questionnaires were returned to us before the inspection. All of those who completed our questionnaires 'agreed' or 'strongly agreed' that they were happy with the quality of care and support their child received while in the service.

We had the opportunity to speak with parents during our inspection. They confirmed that they were very happy with the service provided. They told us;

"My child is very happy and enjoys the wide range of activities, staff and other children she interacts with."

"The care and attention my child receives is excellent. I am very confident in the staff."

"The staff are really on the ball and know my child."

"We get lots of information and know what's happening. I find the whiteboard really helpful."

"I really like the 'ask me about' stickers."

During the inspection we observed the children at play and found them to be happy and confident, enjoying their activities, snacks and lunches. The children were happy to tell us about the nursery and the things they enjoyed doing there and were keen to involve us in their play.

"Doughnuts! Here's a doughnut for you, eat it."

"I'm putting everything in the car, it's all in this basket. I'm going to the distillery."

"I'm stuck! Help me with my zip, I can't move it! Please?"

"I've got ham on white, he's got brown. See?".

Self assessment

As requested by us a completed self assessment was received prior to the inspection. Information from this was used in the writing of this report. The service had highlighted their good practice and identified the improvements that they were working on.

These improvements included; to develop a more systematic approach to evaluating activities aimed at empowering children to share their opinions, to continue to develop the skills of the nursery team and to support staff in their areas of leadership building on their confidence and enabling them to embrace and develop their considerable skills.

From this inspection we graded this service as:

Quality of care and support	5 - Very Good
Quality of environment	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	5 - Very Good

Quality of care and support

Findings from the inspection

From the evidence gathered during our inspection we evaluated this theme as very good. We looked at how the service was meeting the needs of all children and how it supported safety, independence and choice.

We spoke with staff about the service's child protection policy. We were satisfied that they had a good working knowledge of their responsibilities and the procedures to ensure that service users were protected.

We saw that children were busy and purposeful. They interacted well together and made full use of the space and resources available to them. The resources supported children's independence, providing them with some opportunities to investigate and be creative.

Some staff were excellent at meeting children's needs. They had a very good knowledge of children's backgrounds and any individual needs relating to this. They provided very good support and enjoyed positive nurturing relationships. This was confirmed by the parents and carers we spoke to.

The nursery had very good links with partner agencies. We saw evidence of how working with other professionals and parents was having a positive impact on children's learning and development. Newsletters, whiteboards and displays shared information with parents who were also encouraged to come into the nursery to join in with activities and during stay and play sessions. This gave parents the opportunity to work in partnership with the nursery.

Each child had a very detailed learning journal. The journals recorded achievements and shared some of the children's next steps. Children's comments were recorded alongside photographs. Children had a real pride in their journals and were keen to revisit and share their previous learning experiences. The journals were contributed to regularly and parental comments were actively sought. Staff had recently set individual targets for children. We suggested that they could involve parents and children in identifying their next steps.

We particularly liked the 'ask me about' stickers which enabled parents to ask about learning activities or experiences their child had participated in on that day.

The service made some use of talking and thinking books. We suggested some ways these could be further developed and used to plan the environment and experiences.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

Quality of environment

Findings from the inspection

During the inspection we evaluated the service to be good. We looked at the physical environment, resources and opportunities for children.

The nursery was clean and well maintained. Staff told us that they felt the service was well resourced. We saw a range of resources which were available for children to use. Some areas within the nursery were being utilised better than others. We suggested that the service should begin to consult with children more about the resources and areas available to them. We discussed increasing the number of 'Loose Parts' (the provision of open-ended resources) to support creativity, problem solving, collaboration and decision-making.

The outdoor area provided children with good opportunities to explore the natural environment as well as providing them with experiences using more traditional resources. We observed children being active and enjoying their play. They were encouraged to be safe, responsible and active. The use of some open-ended resources supported children in creativity and enquiry. On the day of inspection children were enjoying their play in the enclosed outdoor area and had been out for a walk in the community. All children were encouraged to participate in a daily mile walk or run. At present children were unable to experience free flow outdoor play opportunities as the layout of the room made this difficult. We asked them to consider changes to support them in achieving this.

Children were involved in the preparation of healthy snacks. On the day of inspection a parent was supporting children to bake bread for the afternoon snack. The children thoroughly enjoyed this learning activity and told us that they were keen to "bake more". We observed the lunchtime provision which was well supported by two members of staff. We felt that they could improve their snack and meal service by replacing plastic plates and cups with crockery and by encouraging staff to eat with the children to model good manners and eating habits. We observed missed opportunities in literacy and numeracy. We suggested ways the service could maximise opportunities both inside and out.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

We evaluated this theme as good. We considered staff training and the motivation of all staff. All staff within the service had undergone PVG (Protecting Vulnerable Groups) checks and were registered with the SSSC (Scottish Social Services Council).

Positive and nurturing relationships were evident throughout the nursery. Children approached staff for help and reassurance throughout the session which demonstrated that they had developed trusting relationships. Staff were respectful and encouraging with most giving children time, where needed, to answer and to find their own solutions to problems encountered during their learning and play. We felt that the service could further develop and promote the use of open questions to challenge children's learning. The children shared achievements with staff throughout our visit and these were celebrated appropriately.

We found the staff to be trained and motivated. Staff presented as respectful of each other creating a nurturing environment and positive ethos, which was reflected in the children's attitude towards each other. We would encourage the staff to become reflective practitioners through regular monitoring of the environment and their own practice. Good practice should be celebrated and shared across the team to ensure a consistent approach to learning journals and behaviour management.

The service had undergone a significant number of staff changes and despite this they had maintained a strong staff team. Staff told us that they all felt very much included in planning and improvements targets. We felt that they used their development time well.

The primary depute head monitored the service on a regular basis against the care standards and how good is our early learning and childcare (a self-evaluation framework produced by Education Scotland). We discussed how all staff could be further involved in this through more regular opportunities for peer assessment.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

From the evidence gathered during the inspection we evaluated this theme as very good. We spoke to staff about the quality assurance processes which were in place to evaluate the effectiveness of the service. We also looked at how parents and children were involved in service evaluation.

The service was supported by a very strong, well organised management team, who worked well together. The principal teacher had day-to-day responsibility for the nursery and was well supported by the depute head and head teacher. They had a clear vision for the nursery and the improvement agenda to support this. Staff told us that they found the management team to be approachable and supportive.

We found the service to have a very comprehensive quality assurance calendar in place. The implementation of this contributed positively to the overall running of the service and outcomes for children.

Parents told us that they felt they were consulted on a regular basis about all aspects of the service. Comments were shared on a large whiteboard in the cloakroom and were answered by staff where appropriate. Parents had recently been asked to select an area for further staff development. Staff collated the responses and had organised their next in-service day training to reflect this. This showed us that the service respected the views of the parents and that the staff were working hard to ensure parents were included in the service which it provides. They should continue to develop creative ways to involve parents in the service and its evaluation.

We would encourage the staff to begin to include the children in the evaluation of the service. We suggested some ways in which they could become involved in this.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 5 - very good

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

Previous requirements

Requirement 1

The provider must ensure that all accidents and incidents are recorded and signed by the staff member witnessing the accident to ensure the report is accurate. Staff should ensure that they use their full name when completing reports and that the date of the accident is entered in the appropriate place on the report. The accident must then be signed by the parent or carer of the child involved in the accident as evidence that they have been informed.

This is in order to comply with: The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011, SSI 2011/210 Regulation 4(1)(a) Welfare of Users.

This requirement was made on 24 May 2016.

Action taken on previous requirement

Documentation is fully completed and follows Perth and Kinross Council standard practice. Accident and incident forms are audited termly to identify any further actions.

Met - within timescales

Requirement 2

The provider must update the procedure for the recording and administering of medication and ensure that it is followed at all times, providing an accurate consent and administration record, in order to make proper provision for the health and wellbeing of the children.

This is in order to comply with: The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 SSI 2011/210 Regulation 4 (1)(a) Welfare of Users.

This requirement was made on 24 May 2016.

Action taken on previous requirement

The service follows Perth and Kinross Council policy which follows current best practice guidance. Records are regularly checked by the nursery teacher and updated accordingly.

Met - within timescales

Requirement 3

The provider must ensure that the fire doors are alarmed to help alert to any child opening a door prior to leaving the nursery.

This is in order to comply with: The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 SSI 2011/210 Regulation 4 (1)(a) Welfare of Users.

This requirement was made on 24 May 2016.

Action taken on previous requirement

A door alarm has been fitted.

Met - within timescales

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

Previous recommendations

Recommendation 1

The provider should support staff to develop a programme which is less adult-directed, enables child choice and ensures that the pace of the day is appropriate to the age and stage of the children.

This recommendation was made on 24 May 2016.

Action taken on previous recommendation

This recommendation has been met. The service provides a mostly child-led service. Some activities are timetabled to take advantage of the facilities available on campus.

Recommendation 2

It is recommended that staff encourage children to flush toilets and wash their hands after using the toilets to minimise the risk of infection.

This recommendation was made on 24 May 2016.

Action taken on previous recommendation

This recommendation has been met. Staff are vigilant and continually reinforce personal hygiene routines.

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								
22 Feb 2016	Unannounced	<table> <tr> <td>Care and support</td> <td>4 - Good</td> </tr> <tr> <td>Environment</td> <td>3 - Adequate</td> </tr> <tr> <td>Staffing</td> <td>4 - Good</td> </tr> <tr> <td>Management and leadership</td> <td>3 - Adequate</td> </tr> </table>	Care and support	4 - Good	Environment	3 - Adequate	Staffing	4 - Good	Management and leadership	3 - Adequate
Care and support	4 - Good									
Environment	3 - Adequate									
Staffing	4 - Good									
Management and leadership	3 - Adequate									
14 Nov 2012	Unannounced	<table> <tr> <td>Care and support</td> <td>5 - Very good</td> </tr> <tr> <td>Environment</td> <td>4 - Good</td> </tr> <tr> <td>Staffing</td> <td>5 - Very good</td> </tr> <tr> <td>Management and leadership</td> <td>4 - Good</td> </tr> </table>	Care and support	5 - Very good	Environment	4 - Good	Staffing	5 - Very good	Management and leadership	4 - Good
Care and support	5 - Very good									
Environment	4 - Good									
Staffing	5 - Very good									
Management and leadership	4 - Good									
15 Mar 2012	Unannounced	<table> <tr> <td>Care and support</td> <td>3 - Adequate</td> </tr> <tr> <td>Environment</td> <td>3 - Adequate</td> </tr> <tr> <td>Staffing</td> <td>Not assessed</td> </tr> <tr> <td>Management and leadership</td> <td>Not assessed</td> </tr> </table>	Care and support	3 - Adequate	Environment	3 - Adequate	Staffing	Not assessed	Management and leadership	Not assessed
Care and support	3 - Adequate									
Environment	3 - Adequate									
Staffing	Not assessed									
Management and leadership	Not assessed									

Date	Type	Gradings
29 Nov 2011	Unannounced	Care and support 2 - Weak Environment 3 - Adequate Staffing Not assessed Management and leadership Not assessed
8 Sep 2010	Unannounced	Care and support 3 - Adequate Environment Not assessed Staffing Not assessed Management and leadership 4 - Good
30 Oct 2009	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 3 - Adequate

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Care Inspectorate
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