

# Glenbervie Kindergarden Brightons Day Care of Children

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Type of inspection: Unannounced  
Inspection completed on: 25 August 2016

**Service provided by:**  
Glenbervie Kindergarden Ltd

**Service provider number:**  
SP2013012234

**Care service number:**  
CS2015337214

## 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](http://www.careinspectorate.com)

This service was registered with the Care Inspectorate on 18 August 2015. This was the first inspection of the service.

Glenbervie Kindergarden Brightons is registered to provide early learning and childcare to a maximum of 50 children at any one time aged from 6 weeks to primary school entry. The service operates year round Monday to Friday from 7.30am to 6pm. The service is provided within a converted farmhouse with a purpose-built extension. There are three main play rooms for children aged 6 weeks to approximately 20 months, 20 months to 3 years and 3 to primary school entry. Each room has a designated garden area for outdoor play and learning.

A full statement of aims and objectives is available from the service on request.

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 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. Getting it right for every child 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 Getting it right for every child. 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.

## What people told us

Children were engaged and happy in the service overall. In each room they enjoyed a range of experiences and activities that were suitable for their needs, interests and developmental stages. Some of the older children were able to tell us what they liked to do at nursery and what they had been learning. Comments included:

"I'm making a cupcake."

"We've been learning about how to tell people about Coco (guinea pig), like what he eats and how to look after him. He sleeps for a long time."

"We play in the garden."

"We do lots of stuff; painting, drawing and having best friends."

We received seven completed questionnaires from parents and spoke with seven parents during our inspection visit. Parents indicated a high level of satisfaction with the quality of care and support provided for their children. They made positive comments about the range of activities and resources available and thought their children were busy and stimulated in the setting. They were very complimentary about the quality of staffing, highlighting their professionalism, flexibility and communication as being key strengths. Comments included:

"Overall the nursery has been exceptional at welcoming my daughter and providing a good experience. She settled quickly and has been very happy at nursery."

"As a parent, I feel happy and confident to know when my son is at nursery he is happy, learning and safe which is down to the staff and the environment at the nursery."

"Fantastic service and real care given to our child. It's a fun learning environment and my child cheers when I say we are going to nursery as she really enjoys it."

We include further comments and views within this report where relevant.

## Self assessment

The service submitted a completed self-assessment which gave a good account of the strengths of the service as well as things they planned to do to further improve. This provided a good insight to the service and informed our inspection.

## From this inspection we graded this service as:

<b>Quality of care and support</b>	4 - Good
<b>Quality of environment</b>	4 - Good
<b>Quality of staffing</b>	4 - Good
<b>Quality of management and leadership</b>	4 - Good

## Quality of care and support

### Findings from the inspection

During this inspection we focused on the following aspects:

- Transition arrangements for children moving into, through and on from nursery
- How the service was developing personal plans to meet children's needs
- Procedures in place to protect children

The service had developed positive arrangements for welcoming children and parents. Parents described a well thought out process that enabled children to settle in well and at a pace that suited them. They were confident staff used the information they gathered well to meet children's needs and routines as far as possible. We found that staff had a good understanding of children and were responsive, flexible and caring when managing points of transition. This helped to promote continuity and consistency of care which contributed to children feeling safe and secure. We agreed that the service should continue to monitor and adjust staffing levels in the baby room to support transition where this would benefit children overall.

Staff gathered a range of useful information about children to help them support individual needs. Staff engaged well with parents day-to-day and through parents evenings to promote a partnership approach to care, for example, behaviour and toilet training strategies. As a result, children were becoming responsible and achieving new skills, for instance, developing language, social and self-care skills. We agreed that the service should further develop the review process to capture consultation with parents and outcomes for children. They should continue to develop information in personal plans and development journeys to have a more consistent approach across the service.

Staff were aware of their responsibilities in protecting children in their care. Some staff had received child protection training whilst others had covered this as part of induction. We agreed that the service should continue to provide and refresh training as part of their core plans. Staff were following other established procedures to keep children safe and healthy, for example, recently improved medication procedures.

### Requirements

**Number of requirements:** 0

### Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

## Quality of environment

### Findings from the inspection

During this inspection we looked at the following aspects:

- How staff promoted safety and wellbeing in the environment

- The use of accommodation and resources in meeting children's needs

We found that staff managed safety aspects of the nursery well. They had good measures in place to keep children safe whilst still beginning to develop opportunities for children to assess and manage risk for themselves, for example, care of the guinea pig. Staff practised and encouraged children to develop good personal hygiene to help control the risk of infection, for instance washing their hands at appropriate times. The nursery had a secure entry system in place. Following our inspection visit they had taken appropriate action to reinforce policies to discourage parents letting others in when arriving or collecting children. There were appropriate systems in place to ensure a safe, well maintained nursery, for example, cleaning, repair and maintenance arrangements.

We found that staff were developing effective use of the environment to meet children's early learning and childcare needs. The nursery was warm, clean, bright and welcoming. Attractive displays of children's work helped to create a sense of belonging and achievement. Staff were using available resources well to create a variety of play and learning experiences. For example, younger children were exploring 'treasure baskets' using their senses, younger children enjoyed creating models with play dough/paper mache whilst older children were developing confidence and drama skills performing on the outdoor stage. We agreed that the service should continue to build on their use of natural, loose and sensory resources to support children's opportunities for curiosity, inquiry and creativity as well as encouraging free flow indoor/outdoor play.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

## Quality of staffing

### Findings from the inspection

During this inspection we focused on the following aspects:

- Staff recruitment and induction
- Staff development and the impact for children's care and learning

Staff had been recruited through a clear and safe procedure that included appropriate screening, checks and observation of practice to assess their suitability for posts. Staff described a good induction procedure that enabled them to become familiar with their roles and responsibilities as well as the policies and procedures they must follow in practice. They felt well supported in the service through team meetings, 1-1 meetings with the manager and effective team work in play rooms. We agreed that the service should implement appraisal systems, as planned, to further support staff development. We suggested ways they could further link together recruitment, induction and staff performance and training systems.

Children were cared for by a professional, caring and friendly team of staff who had appropriate skills, experience and qualifications. Staff reflected on and shared practice to help them improve children's experiences where possible, for example, changing daily routines to arrange activities for children in a better way. Staff had some awareness of new national good practice guidance; Building the Ambition and were beginning to look at how they could use this to further improve outcomes for children. We agreed that the service should now develop an annual training plan based on the needs of staff, core training requirements and improvement plan priorities.

## Requirements

**Number of requirements:** 0

## Recommendations

**Number of recommendations:** 0

**Grade:** 4 - good

## Quality of management and leadership

### Findings from the inspection

During this inspection we looked at the following aspect:

- How staff and management used self-evaluation and quality assurance systems to monitor and improve the quality of the service.

There was a clear nursery improvement plan in place that had been developed by management for the first year of operation. This had driven the direction of the service and had positively impacted on experiences for children and families. For example, the service had successfully recruited a staff team who engaged well in the life and work of the centre and were keen to further develop their responsibilities such as Eco leader. The service had also been developing partnerships with parents and used their views to help them improve outcomes where possible. For instance, following feedback, they improved recording of daily sheets to ensure parents were better informed about their children's day.

Management and staff were developing a range of ways of monitoring the service to ensure good quality outcomes. For example, staff observed each other's work or activities for children, thought about what they could do better and made changes as a result. For instance, improving snack time in the older age group to create more opportunities for children to develop skills and responsibility.

We agreed that the service should now continue with plans to further involve all staff in self-evaluation and improvement planning procedures. They should develop the use of a range of recognised good practice tools and standards in a focused way. Continuing to develop distributed leadership at all levels could also further support continuous improvement.

## 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

There are no outstanding recommendations.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://www.careinspectorate.com).

## Enforcement

No enforcement action has been taken against this care service since the last inspection.

## Inspection and grading history

This service does not have any prior inspection history or grades.



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