

Fas Mor Day Care of Children

Sabhal Mor Ostaig
Sleat
Isle of Skye
IV44 8RQ

Telephone: 01471 888366

Type of inspection: Unannounced
Inspection completed on: 5 September 2017

Service provided by:
Fas Mor

Service provider number:
SP2004936248

Care service number:
CS2003052372

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

This service registered with the Care Inspectorate on 1 April 2011.

Fas Mor Nursery was registered with the Care Inspectorate on 1 April 2011 to provide a care service to a maximum of 45 children aged 0 to 12 years. There were 35 children currently registered with the service. The nursery provides all day care and an after school club for children up to the age of 12.

The nursery was located in a purpose built nursery area within the premises of the Gaelic University of the Highlands and Islands in Skye. The nursery premises consists of a large dedicated play room, divided into two sections; one for the babies and very young children and an area for the older children attending the after school club with kitchen area and storage facilities. There was a cloakroom/entrance area and shared toilets. Access was by a secure entrance. There was an enclosed outside play area for the use of the nursery children, with a storage shed for large equipment.

The nursery is self funding and is not a partner provider with the local authority although they use the Curriculum for Excellence and Child at the Centre to direct their work and ensure they provide a good service.

A set of core values underpins the work of the nursery: 'Fas Mor aims to provide a safe, permanent environment to benefit children and young people who both reside in and visit the south Skye area. Our mission is to promote the welfare, further the health and advance the education of children aged twelve years and under, with qualified, registered care, and in a relaxed and stimulating environment, through the medium of Gaelic.'

What people told us

We spoke to three parents on the day of inspection and they were very happy with the way in which their children were cared for when attending the centre. They felt they were safe and secure and that they were provided activities that encouraged their development. They were very happy with the members of staff who they found welcoming, approachable, competent and suited to the job they were in.

- Really good interested staff team
- Improved communications on a regular basis
- Great to know they always get fresh air
- Our children love going, thankfully

My son thoroughly enjoys his time at Fas Mor.

Self assessment

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

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	not assessed
Quality of staffing	not assessed
Quality of management and leadership	3 - Adequate

What the service does well

We found that members of staff warmly welcomed children to the service and that an ethos of care and nurture had been established within the building. Children were cuddled and supported when anxious or unsettled and calm reassuring voices were plentiful during the inspection. We heard one member of staff chatting and soothing a baby when its nappy was getting changed making it a pleasant experience for that child.

We found that settling in periods for new children were very flexible with times and days of attendance agreed between staff and parents. Parents confirmed that they had been contacted if their children had not settled.

Good information had been gathered before children registered for the service and we found staff knew all the children very well with information exchanged with parents when picking up or dropping off children.

Infection control procedures were in place and we observed hand washing by children and staff on a regular basis. Parents were informed of exclusion periods for children who were unwell.

There was ample floor space for children to run around or crawl and the games and activities on offer were age appropriate and suitable. We saw some lovely interactions between staff and children who responded with lots of smiles and laughter. Very good relationships had been established with the children being confident in exploring their environment and looking for guidance/reassurance which was provided.

Policies and procedures were in place and good administrative systems for the recording and dispensation of medication was in place along with the auditing of accidents/incidents.

Children sat down for meals and snacks and again we saw some very good practice when feeding babies as staff sat with them at eye level and made eating fun and allowed babies to take their time and dictate the pace.

A number of staff had not received training but were competent and skilled when it came to care. They lacked confidence when it came to taking calculated low risks and missing learning opportunities by not asking open questions or leading play. With training and experience we are confident that these exchanges would improve.

Infection control procedures were in place and we observed hand washing by children and staff on a regular basis. Parents were informed of exclusion periods for children who were unwell.

We found good systems in place and that policies and procedures were reviewed and updated. The team met on a weekly basis to plan and assess service provision.

What the service could do better

Dividing the large room with the use of dividers or furniture would provide areas that may encourage a breadth of learning for pre-school children. Referring to best practice guidance such as 'room to grow', 'my outdoor space' as well as 'birth to three' may guide the service on how to maximise the space available.

We found that the interaction between staff and babies was very good though they were unsure of what activities would be most beneficial for this age group. Referring to best practice documents such as 'building the ambition' may offer guidance and ideas.

Development folders were not in place for babies and toddlers as the staff team were unsure of what format to use. We discussed what recordings and observations should be recorded. This included milestones met and special occasions such as first steps and first words. We also suggested that the content should be discussed with parents.

Referring to building the ambition and birth to three may guide the staff team on the content for folders.

We discussed the outdoor space with staff who had a number of ideas on how this space could be improved. We agreed with their ideas and if put into practice this would be welcomed by the children.

We were disappointed to find that a manager was not in post and that this was having an effect on the service. There was a lack of confidence and leadership within the group and though they had ideas on how to improve the service their uncertainty was restraining their enthusiasm.

It is a requirement that the provider takes steps to appoint a manager in the near future.

See requirement 1

Requirements

Number of requirements: 1

1. It is a requirement that a suitable and competent manager is recruited and appointed for the service
Scottish Statutory Instrument 2011 No 210 15(a)

Ensure that at all times suitably and competent persons are working in the care service in such numbers as are appropriate for the health, welfare and safety of service users.

National care standard 14, standard 4 - You can be confident that the manager demonstrates effective leadership qualities and communication skills and fosters effective working relationships between staff.

Timescale: 1 January 2018

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.

Inspection and grading history

Date	Type	Gradings
9 Feb 2016	Unannounced	Care and support 4 - Good Environment 5 - Very good Staffing 4 - Good Management and leadership 4 - Good
9 Jun 2014	Unannounced	Care and support 5 - Very good Environment 5 - Very good Staffing 5 - Very good Management and leadership 4 - Good
20 Jun 2013	Announced (short notice)	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 3 - Adequate
2 Sep 2011	Unannounced	Care and support 4 - Good Environment Not assessed Staffing 4 - Good Management and leadership 4 - Good
13 Sep 2010	Unannounced	Care and support 4 - Good Environment Not assessed Staffing 4 - Good Management and leadership 4 - Good
5 Nov 2009	Unannounced	Care and support 4 - Good

Date	Type	Gradings	
		Environment Staffing Management and leadership	4 - Good 3 - Adequate 3 - Adequate
17 Sep 2008	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 3 - Adequate 3 - Adequate 3 - Adequate

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