

Inspection report

Tip Toes Nursery Day Care of Children

Valeview
Stenhousemuir FK5 3BY

Inspected by: Lynne Nimmo
(Care Commission Officer)

Type of inspection: Unannounced

Inspection completed on: 7 June 2006

Service Number

CS2003055891

Service name

Tip Toes Nursery

Service addressValeview
Stenhousemuir FK5 3BY**Provider Number**

SP2003002707

Provider Name

Tip Toes Ltd

Inspected ByLynne Nimmo
Care Commission Officer**Inspection Type**

Unannounced

Inspection Completed

7 June 2006

Period since last inspection

14 months

Local Office AddressSpringfield House
Laurelhill Business Park
Stirling
FK7 9JQ
Tel: 01786 406363

Introduction

The nursery is registered to provide daycare to 62 pre-school children. The maximum number of children within each age range is 12 children in the baby room, 18 children in the 2 - 3 room and 32 in the 3 - 5 room. The accommodation was of a high standard. It was a safe, attractive and stimulating environment for all age ranges.

The service was registered with the Care Commission in April 2002. Some of the aims of the service are:

deliver a curriculum which reflects local and national guidelines and promotes children's development and learning through effectiveness of planning, observation and assessment information.

to encourage positive attitudes to self and others, developing self esteem and confidence for life long learning.

to ensure that all children are able to experience a calm, positive and safe environment that promotes citizenship.

to ensure good health in all children through strategies which promote physical and mental well-being and self-esteem.

foster a climate of mutual trust, respect and confidence while forging positive links between home, nursery and other establishments through home links, home lending packs, newsletters and visits to feeder schools.

Basis of Report

This report is based upon the Regulation of Care (Scotland) Act 2001, Scottish Statutory Instrument 2002/ 114 Requirements as to Care Services and National Care Standards - Early Education and Childcare up to the age of 16 years specifically standards 3, 4, 7, 10 and 12 were used as the focus for this year's annual inspection and incorporated the following themes Child Protection, Nutrition, Scottish Social Services Council, Toothbrushing and safe recruitment. Scottish Statutory Instruments 2002/114 have only been reported upon where further action is required.

Before the visit the manager completed an e-form and themed questionnaires relevant to daycare for children which were safe recruitment, child protection, nutrition, toothbrushing, birth - 3, codes of practice, early years hygiene and child absence.

The service was assessed as requiring a low level of regulation support. An inspection visit was carried out on 7 June 2006 by Lynne Nimmo and Olive Mills. A Care Commission Practice Learning Assessor was also present at the Inspection to observe the Care Commission Officer who is undertaking the Regulation of Care Award.

The Care Commission Officers looked at the services policies and records and discussed the identified themes for Early Years Services inspections 2006 to 2007. The Care Commission Officers interviewed the

provider

manager

members of staff

4 parents

several of the children.

Action taken on requirements in last Inspection Report

No requirements were made at the last inspection.

Comments on Self-Evaluation

Due to initial difficulties with the on-line system a self-evaluation was not completed by the service, but they completed fully the all documentation in relation to the themed inspection topics. The information was helpful to the inspection process.

View of Service Users

All children were observed to be happy and contented within the service. Children were observed to be confident and have good relationships with staff. The older children engaged with the Care Commission Officer and were happy to say what they did at nursery.

View of Carers

Of the thirty questionnaires distributed, 19 were returned. Some parents were not aware of the child protection policy in place, but one parents commented that 'if I asked I would be fully informed'.

Other parental comments include

'Privacy is very important and I feel that the staff at Tip Toes also feel that it is very important'. 'My child has come on leaps and bounds, through the care and attention given to him by the staff'. 'In my view as a parent I feel that Tip Toes nursery is on of very high standards'.

Some parents felt that the range/choice of food could be better, while others had noted a difference in the last 6 months.

Overall parents were very happy with the service provided.

Regulations / Principles

National Care Standards

National Care Standard Number 3: Early Education and Childcare up to the age of 16 - Health and Wellbeing

Strengths

All the elements of this standard were not inspected on this occasion. The inspection focussed on elements 3.2, 3.3 and 3.4 taking into account the key inspection themes Child Protection, Toothbrushing and Nutrition.

3.2. The manager was the child protection co-ordinator for the service. A child protection policy was in place and staff were aware of the procedures to be followed.

3.3. The service participated in the national toothbrushing scheme. Staff were aware of the best practice guidance and had support from the Dental Health Service to implement it.

Children had access to running water, liquid soap and paper towels and staff were observed to encourage children in good hygiene practices.

Positive staff/child relationships were observed. Staff interacted well with children who were happy and confident in their surroundings.

3.4. Parents provided children's main meals with the service providing snacks and drinks. The service had a copy of the nutritional guidelines for early years: food choice for children aged 1-5 in early education and childcare settings. Snacks were generally healthy and included fruit. Milk and water were provided for drinks at meal and snack times. Children had individual drinking bottles and access to water throughout the day. Where necessary special dietary needs were catered for.

Areas for Development

Staff had not attended recent child protection training which they need to access child protection training to update their knowledge. See recommendation 1. The service did not have a copy of the Area Child Protection Committee Child Protection Guidelines so should request a copy. See recommendation 2.

Although staff were aware of the nutritional guidelines for early years: food choice for children aged 1-5 in early education and childcare settings they still had to fully consider any changes that would be required and how they were going to implement them. This had been included within the services development plan. For the purpose of inspection staff should keep permanent records of snacks provided.

National Care Standard Number 4: Early Education and Childcare up to the age of 16 - Engaging with children

Strengths

Not all elements of this standard were inspected. The inspection focussed on the key theme within this standard of Birth to Three.

4.2. Staff confirmed that they were aware of the document Birth to Three: supporting our youngest children. Staff working with children in this age range were using the headings from this document when planning children's activities. All staff were involved in completing children's profiles and recorded when children reached milestones or achieved a skill. This information was regularly shared with parents.

4.3. All children were observed to be busy, confident and relaxed in the service. They engaged well in different play situations and developing and established friendships were observed. Children were able to choose what activities they wanted to take part in during the course of the day.

Areas for Development

Although staff in the 0 - 3 rooms recorded when children achieved skills they need to keep observing and recording children's continued development. This will allow them to ensure that children become competent in the skills they have learned and build up a holistic picture of children's developmental progress. In the 3 - 5 room staff had concentrated on completing the profiles of the pre-school children. However, they need to be mindful that it is important that all records are up to date so that they are using up to date and relevant information when planning for children's developmental needs. See recommendation 3.

Although staff were aware of the Birth - 3 document they would benefit further training on how to implement it. See recommendations 4.

Although they are given the opportunity, parents do not always contribute and record their views on children's profiles. Staff should continue to encourage this.

National Care Standard Number 12: Early Education and Childcare up to the age of 16 - Confidence in Staff

Strengths

All elements of this standard were not inspected on this occasion. The inspection focussed on the themes of Safer Recruitment and Scottish Social Services Council Codes of Practice.

12.1. An audit of the services' policies and procedures was carried during the inspection. The policy in place was followed for all new staff recruited with all relevant checks being carried out prior to employment being commenced. However, this policy was not used for staff who were re-employed.

Of the staff who were asked, all confirmed that they had a copy of the Scottish Social Services Council Codes of Practice and were aware of their responsibilities to work within this. They were aware of the timescale for registration with SSSC.

12.2. A system of staff supervision and appraisal was in place. Staff had access to training provided by the Local Authority and had access various training courses.

Areas for Development

The recruitment policy was last reviewed in 2002 and requires to be updated. The policy needs to fully reflect the practice employed to recruit staff and be expanded to reflect the future role of the Scottish Social Services Council within this area. It should state that all Disclosure Scotland checks are enhanced and provision should be made within the policy, in the event of checks not being satisfactory. See requirement 1.

Some of the training needs of staff are not being met, for example child protection training. The manager should explore alternative sources for training if they are not available locally. See recommendation 5.

Enforcement

Other Information

Requirements

SSI 114 Regulation 9 Fitness of Employees The recruitment policy should be updated and expanded to fully reflect the procedures followed and incorporate new developments as necessary such as the Scottish Social Services Council.

Timescale: within 2 months upon receipt of this report.

Recommendations

1. All staff should access child protection training to update their knowledge.
2. The service should obtain a copy of the Area Child Protection Committee Child Protection Guidance.
3. Staff should ensure that children's profiles are kept up to date.
4. Staff should access training in Birth - three: supporting our youngest children.
5. The manager should seek alternative providers of training to meet staff needs.

Lynne Nimmo
Care Commission Officer