

Fernhill School Nursery Day Care of Children

Fernhill School
Fernbrae Avenue
Rutherglen
Glasgow
G73 4SG

Telephone: 01416 342 674

Type of inspection:
Unannounced

Completed on:
19 November 2021

Service provided by:
Fernhill School Ltd

Service provider number:
SP2011011613

Service no:
CS2011298533

About the service

Fernhill School Nursery was registered with the Care Inspectorate on 27 October 2011.

The service is provided by Fernhill School Limited and is registered to provide care to a maximum of 37 children aged 2 years to those not attending primary school, of whom no more than 17 are aged 2 years to under 3 years. At the time of our inspection only children aged from three to five-years old were being cared for.

The service is provided from a standalone building in the Fernhill School campus in the Rutherglen area of South Lanarkshire. The service has two play rooms with access to the extensive campus grounds for outdoor play and to the school hall for lunch.

We carried out an unannounced inspection visit to this service on 16 November 2021. We then concluded the inspection remotely and provided feedback to the Headteacher of Fernhill School and the Head of Nursery for Fernhill School Nursery on 19 November 2021.

As part of this inspection, we took into consideration 'Key Question 5 - Operating an early learning and childcare setting (including out of school care and childminders) during Covid-19', with a specific focus on quality indicator 5.2: Infection prevention and control practices support a safe environment for children and staff. We will report on the overall performance of this indicator in Theme 1 Quality of Care and Support.

We check services are meeting the principles of Getting it Right for Every Child (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 services that can help them. There are eight wellbeing indicators at the heart of GIRFEC: safe, healthy, achieving, nurtured, active, respected, responsible, and included, also known as the SHANARRI wellbeing indicators.

What people told us

We spoke to several of the children who were present at the time of our inspection. Children told us their favourite things were playing outside and playing with friends. We observed children to be happy, settled and engaged in their play with friends throughout the inspection.

Children confidently interacted with adults, including the inspector, as they moved freely around the indoor play space and played in the outdoor area.

We spoke to three parents by telephone and received a further three emailed comments. All parents described being happy with the care provided to their child with one parent telling us they felt their child's individual needs and preferences were at the forefront of the care they received. Other comments from parents included:

'Every child's voice is heard at Fernhill and they are encouraged to be the best they can be.'

'What I am thrilled with myself is a parent though, is the time the children spend outside in the fresh air, in all elements, playing and learning and just being children. It really is a wonderful nursery, where the staff make sure each child is loved, nurtured, taught well and are always smiling.'

Self assessment

We received a fully completed 'Key Question 5 - Operating an early learning and childcare setting (including out of school care and childminders) during Covid-19' self-evaluation from the service in January 2021. This set out the range of measures in place to keep children safe during the pandemic and the content was consistent with our observations during inspection.

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 were happy and settled in the nursery as they enjoyed engaging in a range of play activities with friends. Staff knew children well and could discuss their individual needs and preferences. Interactions with children were kind and caring with lots of supportive language used. This contributed to children being valued and respected as individuals.

Greater emphasis was now being placed on child-led play, with staff keen to develop activity planning based on children's interests.

Personal plans had been improved since the last inspection and had been reviewed in consultation with parents. This ensured important information to support children's health and wellbeing was being updated regularly. The use of learning journals ensured staff worked collaboratively with parents to monitor children's learning and plan for their next steps.

Parents told us they valued the information received through the journals. In addition, suitable processes for arranging additional support were in place, which contributed to meeting the needs of all children.

Children enjoyed a relaxed lunch experience with opportunities to promote independence available as they self-served their food and drinks. Care had been taken to ensure any allergies or preferences were highlighted when menus were planned in order to meet children's needs.

Consideration should be given to improving children's comfort and enjoyment of the lunch experience by introducing more appropriately sized furniture.

We audited the medication that was being stored on the premises and found that the storage was in line with guidance. In addition, emergency medication went with children if they went outside to play, which contributed to ensuring children's health and wellbeing. There was room for improvement within the recording of medication and this had also been identified by the manager and staff. The management team agreed to prioritise this work to reduce the risk of medication being administered incorrectly.

We were satisfied the service had appropriate infection control procedures in place to support a safe environment for children and staff. A robust risk assessment was in place, which set out clear measures intended to reduce the risk of transmission of Covid-19. All measures were clearly understood and implemented by staff.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

The nursery was bright with lots of natural light and suitable ventilation, providing a welcoming environment for children. A secure entry system was in place helping to keep children safe and protected from harm.

Outdoor play spaces in the school grounds included an enclosed area with various obstacles as well as a natural space where staff and children had created a secret garden. These spaces provide opportunities for challenge and risk as well as creative and imaginative play. As they were within the wider school grounds, suitable risk assessments were in place and children were closely supervised. We signposted to our SIMOA poster to support the service with their ongoing.

This can be viewed at: <https://hub.careinspectorate.com/media/4530/keeping-children-safe-poster-artwork-simoa.pdf>

An area for free flow outdoor play had been developed since the last inspection. We discussed how this could be improved by offering a greater range of resources to children. This would create a more exciting space for children to play with opportunities to stimulate their curiosity and creativity.

The indoor environment was clean and maintained to a good standard. Suitable infection control measures were in place and toilet areas were clean with suitable handwashing facilities. We highlighted how the accessible toilet must be clearly designated as a staff toilet should staff use it to remove the need to go to the main school building.

Staff were generally vigilant in relation to infection prevention and control and modelled good handwashing practice. However, children washed hands around 15 minutes before lunchtime and then went to sit back on the floor or to play with toys. This reduced the effectiveness of handwashing and we asked the service adapt this routine so that children washed hands immediately before going for lunch.

As a result of the service's Covid-19 risk assessment, children were kept within a consistent group when using the indoor areas with each group having access to one of the two playrooms. Whilst care had been taken to mirror the experiences available to each group, staff and management discussed their intention to widen the range of resources as restrictions eased.

We agreed this would be key to ensuring children could access as wide a range of resources as possible to promote their learning and independence in their play.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

A number of changes had taken place within the staff team since the last inspection, with measures put in place to ensure that children and parents were properly introduced to the staff who would be caring for children. This contributed to developing positive relationships between the service and home. Staff displayed a caring and nurturing approach, taking the time to get to know children through reviewing their personal plans and learning journals. As a result, staff were aware of children's individual needs from the outset.

The service had experienced unexpected staff absences and at the time of our inspection both members of the management team were working directly with children to cover for this. Whilst this ensured children's needs were met by the right number of people and ratios were maintained, we discussed with the service how this had impacted on the pace of the day. For example, after lunch all children were taken outside as a group to ensure staff could take their allocated breaks. The manager highlighted plans in place for recruitment of staff, which would ensure there was less impact on children's experiences.

We carried out an audit of the recruitment practices in place within the service. We found that this had improved since the last inspection and staff were recruited safely, ensuring they were suitable to care for children. We discussed some minor improvements that could be made to ensure all of the information in recruitment files was clearly displayed as well as any follow up actions taken.

New staff underwent a basic induction with key information provided in the early stages and regular check ins by the management team. To further support new staff, the manager should increase the use of the national induction resource for early learning and childcare in line with the service's induction policy.

Staff were knowledgeable about child protection processes and the role they played in keeping children safe. This was supported by in-house training to ensure staff refreshed their knowledge at regular intervals. To further support staff, we gave advice on how the child protection policy could be updated to reflect the newest national guidance as well as some of the emerging research relating to the impact of Covid-19.

Staff were committed to their professional development and discussed with us how they intended to widen their own learning to improve the experience offered to children. Whilst this was in the early stages, we were confident that staff were well placed to contribute to the development of the service.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

A robust management structure was in place within the service, with the Head of Early Years fulfilling the role registered manager and supported by a newly appointed Head of Nursery.

Although the Head of Nursery had been working directly with children due to staff shortages, plans were in place for them to take up a supernumerary management role when new staff had been recruited. This would allow them to spend more time on the development and improvement of the service as a whole.

A distributed leadership model was being introduced with staff members taking responsibility for introducing new practice within the setting. For example, one staff member was focusing on developing new self-evaluation processes, which would support the service to increase their monitoring of the quality of children's experiences.

Communication was highlighted by parents as a key strength with emails and learning journals being used to provide updates on what was happening in the service on a day-to-day basis.

This ensured parents and staff were working closely together to ensure all children were getting the support required and that parents were aware of any significant events. Parents were also consulted on any changes within the service with one consultation ongoing about maintaining separate groups of children in indoor areas.

An ethos of continuous improvement was evident within the service, with management working closely with the local authority and the Care Inspectorate Improvement Team to ensure they were monitoring and planning for the next phase of their improvement journey.

We discussed how introducing further evaluations of staff learning and monitoring of practice would support the overall improvement agenda within the service and contribute to the best possible experiences for children.

Through discussions with staff and management we identified some instances of non-urgent notifications not being submitted to the Care Inspectorate. We accepted that this had been a misunderstanding of guidance and the management team was now fully aware of their responsibilities in this regard.

Prior to Covid-19, the service had developed links with other organisations within the community. Although some of these relationships had been paused during the pandemic, we were pleased that the service was still providing opportunities for children to be involved in the wider community. For example, planting daffodils as part of a charity fundraiser. The management team were keen to increase these opportunities for children as restrictions eased.

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

Requirement 1

To ensure that children receive the support they need, the provider must have personal plans, which contain the required information as detailed in legislation, in place for each child by 19 April 2019.

This ensures care and support is consistent with the Health and Social Care Standards which state that: 'I experience high quality care and support based on relevant evidence, guidance and best practice', (HSCS 4.11) and in order to comply with Regulation 5(1)(2)(a)(b)(c)(d) - Personal Plans within the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

This requirement was made on 14 March 2019.

Action taken on previous requirement

All children had personal plans, which were reviewed with parents and complied with legislative requirements. Plans were being used effectively to support children and to plan for their learning and individual needs.

Met - within timescales

Requirement 2

The provider must demonstrate that safer recruitment practice is in place. In this instance the provider must undertake and complete PVG checks including updated checks for all new staff prior to commencement in the service. Where there are exceptional circumstances relating to PVG checks and recruitment matters these must be discussed and agreed with the Care Inspectorate. Review and develop their safer recruitment practice through the Safer Recruitment Through Better Recruitment document http://hub.careinspectorate.com/media/428646/safer-recruitment_final.pdf by 19 April 2019.

This ensures care and support is consistent with the Health and Social Care Standards which state that: 'I am confident that people who support and care for me have been appropriately and safely recruited' (HSCS 4.24). It also complies with Regulation 9(1) -fitness of employees of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

This requirement was made on 19 March 2019.

Action taken on previous requirement

We carried out an audit of recent recruitment and found that all staff had been recruited safely. This included carrying out all relevant checks before new staff took up their post. As a result, we were satisfied that all staff working in the service were suitable for their roles.

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 ensure that all children have access to, but not be limited to, imaginative, creative, schematic play, role play, explorative, messy, sensory and STEM experiences indoors and outdoors on a daily basis.

This ensures care and support is consistent with the Health and Social Care Standards, which state that: 'as a child, I can direct my own play and activities in the way that I choose, and freely access a wide range of experiences and resources suitable for my age and stage, which stimulate my natural curiosity, learning and creativity' (HSCS 2.27).

This recommendation was made on 14 March 2019.

Action taken on previous recommendation

At this inspection we observed children accessing a range of play types, including outdoor play, throughout the session. While some resources were reduced due to Covid-19, staff took care to ensure there was a variety of play types on offer at all times. Therefore, this recommendation has been met.

Recommendation 2

The provider should consider staff accessing further training and best practice documents to improve and develop their existing skills, facilitate children's learning and improve the quality of information being recorded.

This ensures care and support is consistent with the Health and Social Care Standards, which state that: 'I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes' (HSCS 3.14).

This recommendation was made on 14 March 2019.

Action taken on previous recommendation

Staff had accessed some training since the last inspection and could discuss their use of best practice documents to enhance children's experiences. We agreed that the next steps would be to develop a wider training plan that contributes to the overall development and improvement of the service.

Taking into account the learning staff had undertaken and their level of knowledge, we considered this recommendation to be met.

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
14 Mar 2019	Unannounced	Care and support Environment 4 - Good Not assessed

Date	Type	Gradings	
		Staffing Management and leadership	3 - Adequate Not assessed
10 Feb 2017	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 4 - Good Not assessed Not assessed
26 Mar 2015	Unannounced	Care and support Environment Staffing Management and leadership	4 - Good 4 - Good 4 - Good 4 - Good
12 Dec 2012	Unannounced	Care and support Environment Staffing Management and leadership	5 - Very good 5 - Very good 5 - Very good 5 - Very good

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