

The Glasgow Academy Nursery**Service name**

The Glasgow Academy Nursery

Service address

25 Colebrook Street

Glasgow G12 8HE

Type of care service

Day Care of Children

Provider name

Glasgow Academy

Service number

CS2003016231

Date of inspection

20 February 2007

Type of inspection

Unannounced

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8334**Period since last inspection**

13 months

Introduction

The Glasgow Academy Nursery is located within the West End area of Glasgow.

Current registration allows the provider to care for a maximum of 40 children aged 3 years to those not yet attending primary school. Within this total, a maximum of 5 children aged 2.5 years can be cared for at present however, the Childcare Co-ordinator has requested a variation to the registration to cease this practice.

The service aims, To ensure children feel secure and happy in a caring environment . They aim To encourage children to be part of the school community and broaden children s experience of life through interaction with others in a range of play environments . They also aim to, Create an environment where children can develop relationships and friendships .

Basis of Report

This service was inspected after receiving a Regulation Support Assessment (RSA) to determine what level of support was necessary. The RSA is an assessment undertaken by the Care Commission Officer which considers: complaints activity, changes in the provision of the service, nature of notifications made to the Care Commission by the service and action taken upon requirements.

This service was required to have a low level of support that resulted in an inspection based on the national inspection themes and any recommendations and requirements from previous inspections, complaint or other regulatory activity.

The inspection was unannounced and was undertaken by one Care Commission Officer.

During the visit, which took place on the 20th February 2007, the Care Commission Officer spoke with the Manager, the staff and the children. The Child Protection and Promoting Positive Behaviour policies were looked at. A safer recruitment exercise had been undertaken by the Care Commission Officer in June 2006 in relation to this service.

The Care Commission Officer took all of the above into account and reported on whether the service was meeting the following National Care Standards for early education and childcare up to the age of 16:-

Standard 3: Health and Wellbeing - 3.2, 3.3, 3.4

Standard 12: Confidence in Staff

In particular, the inspection focused on the following themes; nutrition, toothbrushing, child protection and safer recruitment.

Action taken on requirements in last Inspection Reports

There were no requirements identified at the last annual inspection.

Comment on Self-Evaluation

The self-evaluation document was submitted prior to the inspection visit taking place. This document detailed many of the service's strengths as well as identifying areas that could be further improved on. However, for the purpose of this report, only standards 3 and 12 were taken into account.

View of Service Users

The children who were present during the course of the inspection visit were too young to comment on the quality of the provision. However, all of the children were observed to be interacting positively with each other and with staff members. Children were busy participating in their chosen activities.

View of Carers

Fifteen care standards questionnaires were sent to the service to be distributed to parents. Nine of these were returned to the Care Commission.

These questionnaires highlighted that most of parents were "very happy" with the quality of the service. They were all confident that the premises were safe and secure and they were all "very happy" in relation to the cleanliness of the service.

The questionnaires highlighted that most of the parents were confident that any information provided to staff was "always" treated appropriately and most felt that staff "always" spoke to them privately regarding their child. Most parents were confident that their child could "always" communicate with staff about private issues affecting them.

Most parents felt that staff "always" interacted well with their child and most believed that staff really knew their child well as an individual. The majority of the parents were "very happy" in relation to staff treating their child respectfully and fairly and most felt that staff "always" took their views and wishes into account regarding their child's development needs, interests and personality.

From viewing the questionnaires it was evident that most of the parents were aware of the complaints procedure and most were confident that any matters for concern raised would "always" be dealt with to their satisfaction.

Almost all of the parents were confident that their child "always" had access to a range of good materials and equipment to support their development, learning and interests and most believed that their child "always" found the activities stimulating and challenging.

Regulations / Principles

Regulation :

Strengths

Areas for Development

National Care Standards

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

Strengths

The service had a Child Protection policy in place. The Manager had a copy of the local area child protection committee guidance however, there was no reference within the policy as to whether or not this document had been considered when the policy was devised. The policy that was in place was in relation to the whole school rather than being specifically devised for the nursery. The Manager confirmed that all staff were expected to familiarise themselves with the Child Protection policy on an annual basis. Staff had received training in relation to child protection as part of their induction from the service's Child Protection Co-ordinator. Discussion with staff confirmed that they had a good understanding about their roles and responsibilities in protecting children. From viewing the care standards questionnaires it was evident that most of the parents were aware of the Child Protection policy.

Through discussion with staff it was clear that children had been given opportunities to learn about healthy living and lifestyles. Positive re-enforcement was used to encourage good behaviour. Self respect, respect for others and feelings of self worth were all encouraged. A new initiative was in the process of being introduced in the service by the National Health Service in relation to eye tests. Consent had been obtained from parents in relation to their children participating. Healthy eating was encouraged and the service used the publication "Adventures in Foodland" to organise healthy eating activities. Children were involved in trips to the shops to purchase fruit so that they could see what the whole fruit looked like as opposed to just seeing fruit, sliced on a plate. Staff had attended "Smile Nursery Training" which was a whole day approach to healthy eating and oral health. The service participated in the "Smile Too" initiative promoting good dental care and children had recently been visited by the "Gladigator" to promote best practice in relation to toothbrushing. Water was readily available for children to help themselves to throughout the session. Children were also given opportunities to learn about personal safety.

The service had a copy of the latest nutritional guidance and had used these both to revise the food provided and to train staff. A "Healthy Eating" policy had been devised by the service and all staff members had undertaken Elementary Food Hygiene training. Children were encouraged to participate in planning the snack menus and any dietary requirements that they may have were taken into account. The care standards questionnaires highlighted that most of the parents were

"very happy" with the range and choice of food provided and almost all believed that there was "always" a range of healthy snacks and drinks available. The Care Commission Officer observed children eating their snack within the service. This was observed to be a calm, social occasion which allowed children the opportunity to further develop their independence.

From viewing the care standards questionnaires it was evident that most of the parents were "very happy" in relation to the way in which staff assisted their child with personal care. Most of the parents were confident that their child "always" had regular access to fresh air and energetic physical play.

Areas for Development

Through discussion with staff it was clear that they would not all necessarily follow the same procedure if they had any concerns about any of the children. The existing procedures either need to be reviewed or staff need to make sure that they are all familiar with them. (See recommendation 1). Reviewing the procedures to detail the following would be good practice:-

A statement that the provider will follow the Local Area Child Protection Committee Guidelines.

Arrangements to ensure staff awareness of child protection issues; access to policy, on-going training.

Phone numbers for local Social Work and Police.

Arrangements to ensure that children and young people have access to independent advice appropriate to their needs.

Arrangements for regular review of the policy.

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

Strengths

The service has recently introduced new recruitment practices to ensure that all staff go through a robust recruitment procedure. The practice of re-checking enhanced disclosures has also been considered and included in the service's procedures. All staff directly working within the service held a childcare qualification. The Manager of the service was registered with the General Teaching Council.

Staff confirmed that they had a copy of the Codes of Practice from the Scottish Social Services Council (SSSC) and through discussion with them, it was evident that they were clear about their roles and responsibilities in terms of the Codes.

Discussion with staff confirmed that there were opportunities for continuous professional development. However, as staff worked term-time only, appraisals were undertaken every second year.

Areas for Development

None identified at this inspection.

Enforcement

No enforcement action has been undertaken by the Care Commission in this service.

Other Information

No other issues arose during the course of the inspection visit.

Requirements

None identified at this inspection.

Recommendations

1. The existing Child Protection policy should either be reviewed or staff should follow the existing procedures to ensure a consistent approach.

National Care Standards Early Education and Childcare up to the age of 16, Standard 3: Health and Wellbeing - Child Protection.

Lynda O'Connell
Care Commission Officer