

GX Club Larbert Village Day Care of Children

Larbert Village Primary School
Main Street
Larbert
FK5 3AS

Telephone: 01324 555551

Type of inspection: Unannounced
Inspection completed on: 7 September 2017

Service provided by:
Glenbervie Kindergarden Ltd

Service provider number:
SP2013012234

Care service number:
CS2015337217

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

GX Club Larbert Village is registered to provide a day care of children service to a maximum of 45 children at any one time of primary school age during term time. The service is provided within the main dining room at Larbert Village Primary School. The service also has access to the school playground and multi use games area. The service provider is Glenbervie Kindergarden Ltd.

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

We wrote this report following an unannounced inspection visit to the service on Monday 4 September 2017. We also visited the office premises on Wednesday 6 September 2017. We gave feedback to the service provider on Thursday 7 September 2017.

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

We spoke with several children during our inspection to ask them for their views about the service. Children gave very positive feedback about the activities and staff in the service. They told us that they enjoyed coming to the club and said that they liked lots of the activities. They told us that the staff team were nice and friendly and that they helped them to do things in the club. They confirmed that staff asked them what they wanted to do and that they could put forward their ideas. Favourite activities included arts and crafts, drawing and outdoor play. Many children told us that they would like to play outside more often. Comments included:

"I like to read books and play with the Lego."

"Lego – that's it."

"I really like coming here because all my friends are here."

"I like GX because there are good snacks; strawberries are my favourite."

"Staff are lovely and friendly and if we fall over Lauren will pick us up and give us a hug."

"We can do whatever we want. I have time for drawing and I play games like battleships."

"We go outside when it's sunny and run around."

"I like the rain but sometimes people don't bring rain jackets so can't go out."

"I like playing football."

We asked children what they would like in the service or what could make it better. Comments included:

"Do more activities outside."

"Do science activities like making gloop and things like that."

"Sometimes have more visitors."

We received three completed care standards questionnaires before completing this inspection report. We also spoke with three parents when they were collecting their children. All parents gave positive feedback about the quality of the service overall. They felt that staff were approachable and that communication was good. They liked that children could access other after school sports activities and clubs in the school building before attending the GX Club. Parents comments included:

"Staff are great."

"I like that they can go to gymnastics first and then come along. It means they can still have their hobbies."

"I'm really happy with the service and my child is happy here. There is plenty to do."

"Staff are always approachable and friendly. The summer programme at Glenbervie was really good with lots of outings."

One parent thought that having some technology equipment available such as an ipad would be a good addition to resources.

Self assessment

We did not request an up to date self-assessment as part of this inspection process. We looked at the service improvement plan and progress the service had made since our last inspection in September 2016.

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

We found that the quality of care and support was good.

Staff gathered a range of information to help them get to know children well. This enabled them to plan for and to meet individual needs, for example, health and dietary needs as well as interests and choices. Some personal plans captured what children had enjoyed or their personal achievements, for example, building with recycled materials and making a galaxy as part of a space topic. We suggested that these could be linked with the wellbeing indicators to show outcomes for children. We agreed that staff should now fully implement the system for reviewing children's personal plans in consultation with parents and where appropriate, children. They should also ensure that records and consents are updated when children transition from nursery to the out of school care service.

All staff had attended training on child protection at appropriate levels for their roles since our last inspection. This contributed positively to their confidence and competence in keeping children safe and healthy.

Children continued to benefit from a good range of activities and experiences that supported their health and wellbeing. For example, since our last inspection staff had consulted children and parents on snack menus. They had changed and improved these as a result. Children had access to healthy snacks, including a choice of fruit each day and were more involved in preparing and serving snack. This contributed positively to them making healthy choices in relation to food and promoted their responsibility and independence. Children also had good opportunities for outdoor play. They told us that they liked playing on the trim trail and at football. It was positive to see that staff had started to provide more loose parts play, for instance, making dens with large cardboard boxes. Such experiences encouraged children to develop their physical skills as well as their creativity and imagination. We agreed that staff should now look at the structure of the session to ensure that all children have opportunities to play outside each day if they so wish. Children talked about the rules in the service, including; "being nice", "be kind to others" and "sharing." They told us that staff were; "friendly" and "kind." This contributed well to a caring and nurturing experience where children were respected.

Children were confident in expressing their views and staff took good account of their interests when planning the programme of activities. For example, children's interests in Cardiopulmonary resuscitation led to them planning further activities around emergency services and practising skills to keep safe such as road safety. Children's interest in Space had also sparked many activities which supported their inquiry, creativity and curiosity skills. We discussed how staff could further develop floor books to capture the starting points for topics or activities and to further evidence children's involvement in planning. For example, using mind maps, post it notes etc. to link to next steps.

Since our last inspection, staff had improved opportunities for parental involvement, including methods of communication. For example, they had updated welcome information for parents to make this more relevant to the service. They had organised successful grandparents' day and Mothers' day events. Children had been involved in planning these events and this had contributed well to developing their responsibility and inclusion in the service. Staff used these events as well as written communication, newsletters and daily contact to effectively share information about the children's experiences and the service overall. This contributed positively to parents feeling well-informed and respected and included. Parents gave positive feedback about the service, commenting that children were happy and enjoyed the activities and that staff were approachable and friendly. We agreed that staff should continue to build on the success of the last year in promoting parental involvement as well as children's ownership of the service.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

We found that the quality of the environment was good.

Staff continued to carry out good procedures to support children to be safe and healthy in the service. For example, they encouraged hand washing at appropriate times to help reduce the risk of infection. They carried out risk assessments and put measures in place to reduce risk where possible, for instance, children wore high visibility clothing when outdoors. Staff also maintained the register, checked children against this regularly and ensured that they were collected by a known adult. Staff had started to involve children more in assessing and managing risks, for example, checking outdoor areas before play. This encouraged children to develop skills and responsibility in keeping safe. Staff could now involve children in looking at the risks and benefits of some activities to further support risk and challenge in play.

Staff had started to develop use of loose parts and natural play resources to support children's learning and development. For example, den building. This contributed positively to children developing their creativity and problem solving skills as well as developing team work with their friends. The service should continue to build on this practice. Children now had more opportunities to be included in their community, for example, they had enjoyed litter picking as part of their Eco week activities. They had also visited a local park when practising road safety skills. They had enjoyed visits from Police and from a football coach which had enhanced some of their topic work. Such experiences encouraged responsible citizenship as well as developing skills to keep safe, healthy and active. We agreed that the service should take forward plans to further develop outdoor activities including gardening.

We saw that children engaged well with the activities available during our inspection. They enjoyed building with Lego, drawing, board games and making up their own imaginative games. Staff continued to engage with partners to improve display and storage facilities and were making small steps to improve these areas. They should, as planned, continue to consult with children to develop the range of resources and activities available in the service.

References:

Loose parts play - available at www.inspiringscotlan.org.uk

My World Outdoors - available at www.hub.careinspectorate.com

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 – good

Quality of staffing

Findings from the inspection

We found that the quality of staffing was good.

We made a requirement in our last inspection report about staff recruitment procedures. This had been met and references were on file for staff employed in the service. This contributed to safer recruitment procedures for children using the service. Staff were registered with the Scottish Social Services Council. The provider was supporting staff to work towards appropriate qualifications to meet conditions of registration for new positions were required.

Staff had developed positive relationships with children and families. They had created a welcoming and friendly ethos where children were respected and included. Since our last inspection the provider had appointed a new manager and supervisor in the service. Along with two play workers, this formed the core staff team who worked well together to meet the needs of children in their care. There was a clearer structure and more effective arrangements in place to support staff in their work. For example, the service had started to implement 1-1 supervision and appraisal systems. These helped staff to reflect on their practice and to identify training needs or development plans that would support improvements in the service. Taking forward their development plans contributed to developing staff leadership at all levels, for example, taking lead responsibility for organising seasonal events.

Improving the approach to staff meetings for the out of school care service had proved beneficial to the staff team. They were able to share practice and ideas and plan more effectively to develop or improve the service. Staff had also started to reflect more on their training and learning and were beginning to use ideas in practice to benefit children, for example, loose parts play. They had completed core training in First Aid, Food Hygiene and Child Protection since our last inspection.

Overall, we found that staff felt better supported and were clearer in their individual and team roles and responsibilities. We agreed that as planned, the provider should further develop the induction programme for senior and promoted posts. This should contribute positively to building confidence and competence and leadership skills across the service. We also agreed that staff should continue to develop their use of good practice guidance and research to reflect on practice and improve the service where appropriate. The provider should continue to embed systems for staff support and supervision and develop an overall training and development strategy that supports continuous improvement.

References:

Playwork Principles available at: www.playwales.org.uk/documents/Theplayworkprinciplesanoverviewplaywales

Examples of good practice and video references also available at www.hub.careinspectorate.com

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

We found that the quality of management and leadership was good.

With a new management and staffing structure in place, we found that the service had made good progress in taking forward areas for improvement identified during our last inspection.

Management and staff had used the findings of the last report to develop an initial improvement plan. They had worked well as a team to take these forward and this had positively impacted on outcomes for children and families. For example, through increased opportunities for participation, children and parents were able to express their views, influence activities and improvements to the service. They had more opportunities to be included in events and were better informed about their children's experiences, for instance, through improved newsletters. Through increasing community involvement and activities, children were demonstrating responsible citizenship as well as developing their skills in keeping safe, healthy and active. Children were also developing their independence and responsibility through daily activities, including snack preparation. The improvement of staff support systems was leading to a more confident and competent team and better organisation of the service.

There were some systems in place to support self-evaluation and quality assurance of the service. For example, the manager carried out visits to monitor staff practice, the quality of children's experiences and the overall environment. Engaging staff in discussion about findings and making action plans helped them to further develop skills and practice. For example, researching different types of arts and crafts activities to stimulate children's participation and creativity. Staff had also carried out surveys with children and parents to help them evaluate what was working well and what they could improve. They used this to develop practice or activities where possible, for example, children put forward ideas for new resources that were bought for the club. It was evident therefore, that these types of quality assurance activities were having a positive impact on improving outcomes for children using the service.

We agreed that management and staff should now further develop approaches to self-evaluation and use findings to support continuous improvement. This should draw on current standards and good practice guidance as well as the views of staff, children and parents. They should also revisit individual development plans regularly and monitor impact. We discussed expectations around a more structured approach to the day to day management of the service with the provider who agreed to take this forward.

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 promote children's safety and welfare, the provider must ensure that future recruitment practice includes obtaining 2 x references (including current or most recent employer) and retaining appropriate records.

This is in order to comply with: SSI 2011 No. 210 Regulation 9(1) - Fitness of employees - A provider must not employ any person in the provision of a care service unless that person is fit to be so employed.

Timescale for implementation - from receipt of this report

This requirement was made on 22 September 2016.

Action taken on previous requirement

This has been met. Refer to Quality of Staffing.

Met - within timescales

What the service has done to meet any recommendations we made at or since the last inspection

Previous recommendations

Recommendation 1

Management and staff should develop a more robust framework for self-evaluation, monitoring and quality assurance and use outcomes to drive forward improvement.

National Care Standards Early Education and Childcare up to the age of 16 years Standard 13.1 - Improving the service

This recommendation was made on 22 September 2016.

Action taken on previous recommendation

The service was making good progress in meeting this recommendation. Staff and management should continue to develop practice to support continuous improvement. Refer to Quality of Management and Leadership.

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	
8 Sep 2016	Unannounced	Care and support	4 - Good
		Environment	4 - Good
		Staffing	3 - Adequate
		Management and leadership	3 - Adequate

To find out more

This inspection report is published by the Care Inspectorate. You can download this report and others from our website.

Care services in Scotland cannot operate unless they are registered with the Care Inspectorate. We inspect, award grades and help services to improve. We also investigate complaints about care services and can take action when things aren't good enough.

Please get in touch with us if you would like more information or have any concerns about a care service.

You can also read more about our work online at www.careinspectorate.com

Contact us

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

enquiries@careinspectorate.com

0345 600 9527

Find us on Facebook

Twitter: @careinspect

Other languages and formats

This report is available in other languages and formats on request.

Tha am foillseachadh seo ri fhaighinn ann an cruthannan is cànan eile ma nithear iartras.

অনুরোধসাপেক্ষে এই প্রকাশনাটি অন্য ফরম্যাট এবং অন্যান্য ভাষায় পাওয়া যায়।

یہ اشاعت درخواست کرنے پر دیگر شکلوں اور دیگر زبانوں میں فراہم کی جاسکتی ہے۔

ਬੇਨਤੀ 'ਤੇ ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਹੋਰ ਰੂਪਾਂ ਅਤੇ ਹੋਰਨਾਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲਬਧ ਹੈ।

هذه الوثيقة متوفرة بلغات ونماذج أخرى عند الطلب

本出版品有其他格式和其他語言備索。

Na życzenie niniejsza publikacja dostępna jest także w innych formatach oraz językach.