

Cassiltoun Stables Nursery Day Care of Children

Castlemilk Stables
59 Machrie Road
Castlemilk
Glasgow
G45 0AZ

Telephone: 0141 631 5235

Type of inspection:
Unannounced

Completed on:
12 February 2020

Service provided by:
Cassiltoun Stables Nursery Limited

Service provider number:
SP2012011830

Service no:
CS2012308178

About the service

Cassiltoun Stables Nursery is situated in a designated area of Cassiltoun Housing Association premises within a recently modernised area of Castlemilk, Glasgow.

The provider is Cassiltoun Stables Nursery Limited. This is a subsidiary of Castleton Housing Association.

The nursery are registered to provide full and part time day care to 57 children aged 0 to 5 years old.

The aims of the service include:

- to work in partnership with parents/carers and to value their contribution to our nursery.
- provide a high standard of child care in a welcoming environment, open 51 weeks a year from 07:30 to 18:00.
- nurture each child as an individual, encouraging them to grow physically, emotionally, intellectually and morally.
- we aim to support parents returning to work or gaining employment after having their children.

The full statement of aims and objectives is available for viewing on the nursery website.

We compiled this report following an unannounced inspection, which took place on Wednesday 12 February 2020. The inspection was carried out by a Care Inspectorate early years inspector.

During this inspection we spoke to the children, childcare staff, senior and manager. We chatted to two parents when they arrived to pick up their children. We looked at a number of documents including children's personal plans, safety records, planning tools, training records and quality assurance big floor books.

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

At this inspection we focused on Care and Support; balance and flow of the day, personal care plans and childcare practice. Staffing: knowledge and practice and the update on last years recommendations.

What people told us

Children were happy and settled, they were an integral part of the inspection. The chatted positively about their nursery experiences.

Four parental questionnaires were returned prior to the inspection visit. Some comments included:

"My child is very very happy in nursery, she looks forward everyday to be there. The standard of love and care, she receives is outstanding. Her health and mental wellbeing and physical development has come on leaps and bounds since being there."

"Very happy with the service they provide from having a very upset child on her first day to now having her excited to go and learn and play with all her friends and the staff. The nursery is very clean and staff are pleasant and great at what they do."

"I am very happy my son is at this nursery as it has made such a difference, to all our lives. He is much happier here, than his last nursery. We moved him to Cassiltoun stables nursery, and after 2 settle visits, he slept no problem. The staff are so good with him and keep us informed of his development. I completely trust he is safe. He is comfortable with the staff and enjoys nursery now. The staff will follow his routine."

Two parents told us:

"This is a really lovely nursery."

"All is good, she loves coming here, she is mad I have started picking her up before snack, although the staff give her something to take home with her."

Self assessment

We did not request a self assessment. The service had comprehensive improvement plans.

From this inspection we graded this service as:

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

What the service does well

The service offered a tranquil environment in the beautifully restored stables building. They explored and investigated in a woodland setting. Children enjoyed fresh air and some children played outdoors digging and negotiating space and balance in the outdoor area. We discussed that it might have been more of an advantage if older children could have access to large loose play outdoor area. This would have enabled problem solving and risky play. Babies and young children participated in curiosity play. They were nurtured and daily routines mirrored home routines. All children enjoyed a healthy lunch of chilli rice, garlic bread and tortillas, followed by healthy greek yoghurt and fruit.

Children's personal care plans were linked to the principles of the Curriculum for Excellence and the GIRFEC framework. The service had collated information and contained this in the personal care plans, these were child centred. The manager had identified plans which included the assessment and review of developmental needs as well as the identification of how needs would be supported. The service ensured these plans are reviewed with parents/carers every six months or sooner depending on the needs of the child.

All staff were registered with the Scottish Social Services Council (SSSC), as required and had a Protection of Vulnerable Group (PVG) certificate in place. This meant that staff were registered with a professional body which monitored their qualifications and training and that additional safety checks were made to determine that they were safe and suitable to work with children.

Staff demonstrated their commitment to achieve ongoing improvements. Staff told us they had regular staff meetings to discuss practice and developments. They had attended inhouse training. The majority of the staff had attended First Aid training and Child Protection. They told us they use a training website to carry out e-learning, for example Allergies and Behaviour Management. The staff team took ownership of the inspection, they showed willingness to point out the improved areas and plans for the future. The majority of staff were keen to demonstrate their understanding of meeting children's individual needs. The majority of the children were offered a comfortable, stimulating and nurturing experience.

A key worker system was in operation and parents/carers spoken with stated that they found this to be beneficial. The role of the key worker involved staff helping to promote a healthy emotional attachment with children in their care, taking responsibility for planning and reviewing children's individual needs and progress and being the main contact for families.

The manager agreed that more training was needed, we suggested further external specialist childcare training. Staff were not aware of the most up-to-date best practice guidance documents, for example "ACES."

What the service could do better

The management team agreed to further review the lunch time experience and procedures for the older children. This is to create opportunities for children to be independent and promote choice and sociability.

We agreed the service should discuss the replacement of some resources and equipment. All staff should be responsible for the checking of playroom areas to make sure these are fit for purpose.

Staff should be using skilful questioning to maximise children's learning potential. A few of the children were bored and in need of a challenge. Staff should be using higher order thinking skills to challenge these children.

The management team agreed to discuss staff deployment to ensure children achieve better outcomes from learning experiences. They should ensure older children enjoy a relaxed pace to their learning. Children should be able to choose to play with open ended materials and equipment. Children should have uninterrupted play and learning. (See Recommendation 1).

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 1

1. As noted above.

1: I experience high quality care and support that is right for me.

1:31 As a child, my social and physical skills, confidence, self-esteem and creativity are developed through a balance of organised and freely chosen extended play, including using open ended and natural materials. This is to comply with Health and Social Care Standards.

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

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

Previous requirements

There are no outstanding requirements.

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

Previous recommendations

Recommendation 1

The service should review the opportunities missed for some children to extend the learning experiences. The management team should use best practice guidance when reviewing childcare practices.

National Care Standards Early Education and Childcare up to the age of 16: Standard 4: Quality of Experience.

This recommendation was made on 5 December 2017.

Action taken on previous recommendation

We observed children participating in a wide variety of play experiences. This recommendation has been MET

Inspection and grading history

Date	Type	Gradings								
5 Dec 2017	Unannounced	<table> <tr> <td>Care and support</td> <td>4 - Good</td> </tr> <tr> <td>Environment</td> <td>Not assessed</td> </tr> <tr> <td>Staffing</td> <td>Not assessed</td> </tr> <tr> <td>Management and leadership</td> <td>4 - Good</td> </tr> </table>	Care and support	4 - Good	Environment	Not assessed	Staffing	Not assessed	Management and leadership	4 - Good
Care and support	4 - Good									
Environment	Not assessed									
Staffing	Not assessed									
Management and leadership	4 - Good									
25 Nov 2015	Unannounced	<table> <tr> <td>Care and support</td> <td>4 - Good</td> </tr> <tr> <td>Environment</td> <td>4 - Good</td> </tr> <tr> <td>Staffing</td> <td>5 - Very good</td> </tr> <tr> <td>Management and leadership</td> <td>4 - Good</td> </tr> </table>	Care and support	4 - Good	Environment	4 - Good	Staffing	5 - Very good	Management and leadership	4 - Good
Care and support	4 - Good									
Environment	4 - Good									
Staffing	5 - Very good									
Management and leadership	4 - Good									
17 Dec 2013	Unannounced	<table> <tr> <td>Care and support</td> <td>4 - Good</td> </tr> <tr> <td>Environment</td> <td>4 - Good</td> </tr> <tr> <td>Staffing</td> <td>4 - Good</td> </tr> <tr> <td>Management and leadership</td> <td>4 - Good</td> </tr> </table>	Care and support	4 - Good	Environment	4 - Good	Staffing	4 - Good	Management and leadership	4 - Good
Care and support	4 - Good									
Environment	4 - Good									
Staffing	4 - Good									
Management and leadership	4 - Good									

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