

**ITEM No ...4.....**

**REPORT TO:** SCRUTINY COMMITTEE – WEDNESDAY 25 SEPTEMBER 2019

**REPORT ON:** SUMMARY OF EXTERNAL CARE INSPECTORATE INSPECTION REPORTS FOR LOCAL AUTHORITY NURSERIES - JANUARY 2019 TO JUNE 2019

**REPORT BY:** EXECUTIVE DIRECTOR OF CHILDREN AND FAMILIES

**REPORT NO:** 342-2019

**1.0 PURPOSE OF REPORT**

To provide a summary of recent external Care Inspectorate (CI) inspection reports which do not require in-depth scrutiny.

**2.0 RECOMMENDATIONS**

It is recommended that members:

- i. note the summary of the external inspection reports.
- ii. remit the Executive Director of Children and Families to ensure that the areas for improvement in the reports are acted upon, both in relation to the particular services inspected and as guidance on good practice for other services.

**3.0 FINANCIAL IMPLICATIONS**

3.1 None.

**4.0 MAIN TEXT**

4.1 Seven summary reports are included from the Children and Families Service in relation to Quarry View Nursery, Ballumbie Early Years Centre, Glebelands Nursery, Frances Wright Nursery, Craigiebarns Nursery, St Ninians Nursery and Wallacetown Nursery. There were 0 requirements and 0 recommendations.

4.2 Copies of the inspection reports have been passed to the Lord Provost, Group Leaders and Councillor Murray.

4.3 100% of Dundee City Council nurseries inspected in 2019 were graded Very Good or Excellent for the Quality of care and support and Quality of environment themes.

4.4 100% of Dundee City Council nurseries maintained or improved their grading from their previous inspection for the Quality of environment, Quality of staffing and Quality of management and leadership themes.

4.5 Six out of the 7 Dundee City Council nurseries maintained or improved their rating for the Quality of care and support theme.

4.6 100% of Dundee City nurseries were graded Good or higher across all themes both in their 2019 inspections as well as their previous inspection.

4.7 Here are some quotes from the Care Inspectorate regarding our nursery schools:

“Quarry View Nursery offered families a warm and nurturing experience, providing holistic care for children and families. There was a strong child-centred ethos throughout the setting, with children’s learning, choice and voice clearly demonstrated.”

Ballumbie Early Years Centre – “We spoke with seven parents and carers during the inspection who highly praised the level of care provided to their children, how they were all included within the nursery family and the relationships they had established with the nursery staff.”

Frances Wright Nursery School – “Children were observed to be confident and content in their surroundings, with strong relationships established with staff.”

Craigie Nursery Class is a fantastic, fun, clean nursery. The staff are so friendly and take pride in getting to know our children. The staff are approachable and kind.”

## **5.0 POLICY IMPLICATIONS**

5.1 This report has been subject to an assessment of any impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. There are no major issues.

## **6.0 CONSULTATIONS**

6.1 The Council Management Team were consulted in the preparation of this report.

## **7.0 BACKGROUND PAPERS**

7.1 None.

Paul Clancy  
Executive Director of Children and Families Service

Lesley Gibb  
Education Manager (0-5)

September 2019

<b>Quarry View Nursery</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>Mar-19</b>	<b>Feb-16</b>	<b>Jan 13</b>	<b>Dec 08</b>
	Quality of care and support	5 Very Good	4 Good	4 Good	4 Good
	Quality of environment	5 Very Good	4 Good	4 Good	4 Good
	Quality of staffing	Not Assessed	5 Very Good	4 Good	4 Good
	Quality of management and leadership	Not Assessed	5 Very Good	4 Good	4 Good

## Summary

### What The Service Does Well

Quarry View nursery had moved to a new building in August 2018, and had therefore experienced significant transition with regard to adjusting to new premises, and a larger staff team within a short space of time. Inspectors found this to have been very well managed and led by the head teacher.

Quarry View Nursery offers families a warm and nurturing experience, providing holistic care for children and families. Parents commented specifically on the level of engaging and genuine partnership support offered by the nursery staff team. The ethos of the nursery was demonstrated through their nurturing and compassionate care for the children and families attending.

Children led confidently on their own play and were supported well by staff as necessary.

Children were excited to share their journals with Inspectors, and proud of their achievements. The journals reflected the value of the setting of recognising these as children's 'personal and treasured possession'.

The environment in both playrooms was well tailored to the age and stage of the children attending. The two year olds area provided a warm, nurturing space for children to feel confident to explore. Soft areas provided space to rest and relax as needed throughout the nursery day. The outdoor space was engaging and invited children to be curious and explore various experiences.

The nursery was part of the local authority expansion of nursery provision, and had also introduced two year olds to the setting. The head teacher shared with us their progress in relation to this and continual evaluation of children's experience. Overall this was very positive for all children, who were receiving a nurturing and engaging experience whilst at nursery.

### What the service could do better

CI discussed the development of a 'snug' type area which would support children who wanted a quieter space to relax.

CI agreed that some of the process elements of the lunch provision were impacting less positively on outcomes for children. The head teacher shared with CI her plans to trial another method which CI agreed would address this.

**Within this Inspection Report there was 0 Recommendations**

<b>Ballumbie Early Years Centre</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>Mar-19</b>	<b>Jan 17</b>	<b>Nov 14</b>	<b>Jan 13</b>
	Quality of care and support	5 Very Good	5 Very Good	5 Very Good	4 Good
	Quality of environment	5 Very Good	Not Assessed	5 Very Good	4 Good
	Quality of staffing	Not Assessed	5 Very Good	5 Very Good	4 Good
	Quality of management and leadership	Not Assessed	Not Assessed	5 Very Good	4 Good

## Summary

### What The Service Does Well

Ballumbie Early Years Centre Staff provided a welcoming, relaxed and friendly atmosphere for children and their families which enabled them to be included and feel respected as they entered the nursery.

Inspectors found children to be very happy and enjoying a wide range of fun and stimulating activities which provided opportunities

Staff supported children well as they enjoyed free flow opportunities. This enabled them to move freely between activities indoors and outside, ensuring children had access to fresh air and more energetic play throughout the day.

Staff supported children to be respectful of their peers, role modelling positive behaviours and encouraging children to be responsible for their own behaviour and resolve disputes.

The area for youngest children had undergone some significant development and provided a homely, warm and nurturing area decorated in calming neutral colours. This helped provide a relaxing, cosy and safe environment for the youngest children.

### What the service could do better

There were opportunities to further enhance lunch and snack experiences for children, such as providing more opportunities for children to be independent.

Staff and children organised and used the space within the nursery well and regularly review the layout to ensure it best meets the needs of the children attending. The management team told the Inspectors their plans to develop the indoor environment within the 3-5 area and Inspectors would support this.

**Within this Inspection Report there was 0 Recommendations**

<b>Glebelands Nursery</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>Mar 19</b>	<b>Mar 17</b>	<b>Jan 14</b>	<b>Jan 13</b>
	Quality of care and support	5 Very Good	5 Very Good	5 Very Good	4 Good
	Quality of environment	Not Assessed	Not Assessed	5 Very Good	2 Weak
	Quality of staffing	4 Good	Not Assessed	5 Very Good	4 Good
	Quality of management and leadership	Not Assessed	5 Very Good	5 Very Good	4 Good

## Summary

### What The Service Does Well

Children were happy, settled and confident in Glebelands Nursery. They had very good opportunities to make choices appropriate to their age and stage of development and were observed to be engaged in their play and learning indoors and outside.

Staff knew children well and used their knowledge and the information gathered about each child to support and meet individual needs.

Children were encouraged to be as independent as possible and were encouraged and praised throughout their session at nursery and achievements were recognised and celebrated.

Inspectors saw children of all ages have fun playing in the garden, exploring, investigating and many of them involved in imaginative, creative play using loose parts.

Staff had undertaken a range of training opportunities to enhance their knowledge, skills and support positive outcomes for children. Staff evaluated their professional development, reflecting on their learning and how it influenced their practice.

### What the service could do better

Staff were settling into their roles and responsibilities within the service. Inspectors asked the management team to continue to support staff to develop their confidence and responsiveness to children.

Management discussed their continued support to staff in developing evaluative writing styles when recording observations of children's development and learning.

Inspectors observed many very good interactions between staff and children, however this was not consistent throughout the team.

Inspectors asked management to consider how the service might further develop the monitoring of staff practice and develop quality assurance systems, for example, formal monitoring and recording of practice and one to one sessions.

**Within this Inspection Report there was 0 Recommendation:**

<b>Frances Wright Nursery</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>May 19</b>	<b>Nov 16</b>	<b>Nov 15</b>	<b>Nov 12</b>
	Quality of care and support	6 Excellent	5 Very Good	5 Very Good	5 Very Good
	Quality of environment	6 Excellent	5 Very Good	5 Very Good	5 Very Good
	Quality of staffing	5 Very Good	5 Very Good	5 Very Good	5 Very Good
	Quality of management and leadership	5 Very Good	5 Very Good	5 Very Good	5 Very Good

### Summary

Frances Wright nursery had moved to a new purpose-built building in August 2018. The nursery now offers increased hours, as well as additional spaces. This has resulted in a significant increased staff team, made up of a mix of experienced and newer staff which had been managed extremely well by the head teacher in a short space of time.

### What The Service Does Well

#### Quality of Care and Support- 6 Excellent

Children received individualised and responsive care from a staff team who were nurturing and compassionate in approach.

Families were respected and embraced within the service, reflecting the nursery values and aims. The inclusive ethos resulted in excellent, holistic support for the entire family, impacting positively on outcomes for children.

#### Quality of Environment-6 Excellent

Natural and open-ended resources offered endless opportunities for children's creativity and imaginative play. Staff had an excellent understanding of these resources and the impact of these on children's experiences and learning.

The outdoor areas were also tailored to the needs of the children. Staff supported children where necessary and we observed excellent practice in relation to supporting children to achieve their personal goals.

#### Quality of Staffing-5 Very Good

Staff spoke passionately about courses they had attended and the impact of this on the environment and their practice. They knew children extremely well, and worked closely with parents to review and develop their personal plans, with an excellent level of detail particularly for those children with additional or complex needs.

#### Quality of management and leadership- 5 Very Good

The service improvement plan was well-considered and reflected the core vision, values and aims of the service.

Quality assurance systems were robust, and ensured that the excellent practice observed across the nursery was monitored and maintained.

#### What the Service Could do Better

Additional detail to be included in the staff induction record.

**Within this Inspection Report, there were 0 recommendations**

<b>Craigiebarns Nursery</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>June 19</b>	<b>Feb 16</b>	<b>Feb 15</b>	<b>Nov 10</b>
	Quality of care and support	5 Very Good	5 Very Good	4 Good	5 Very Good
	Quality of environment	5 Very Good	5 Very Good	4 Good	Not Assessed
	Quality of staffing	Not Assessed	5 Very Good	4 Good	Not Assessed
	Quality of management and leadership	Not Assessed	5 Very Good	3 Adequate	Not Assessed

### Summary

#### What The Service Does Well

Craigiebarns Nursery offers a welcoming and nurturing space for children to grow and develop.

Strong partnership working with parents was evident.

There was a respectful ethos throughout the setting, with children and staff demonstrating kind and caring interactions with each other.

Children led on their learning throughout their session, with staff extending this through discussion.

Children's imagination and creativity was particularly strong, enhanced by the excellent outdoor environment.

Natural, open-ended resources were present throughout the indoor and outdoor environments, impacting positively on children's experience.

The children's voice was strongly presented in wall displays, floor books and individual journals.

Staff encouraged children's independence at every opportunity, promoting their problem solving skills through discussion and reflection. Inspectors observed this consistently throughout the inspection, but particularly over lunch time where children were provided with a nurturing and social experience, which naturally incorporated learning and independence.

#### What the Service Could do Better

Continue to ensure children have free flow play for the entirety of their session.

Consider the impact for children attending all day and experiencing the same activities morning and afternoon. The staff agreed this needed to be considered and planned to take this forward as part of their evaluation.

**Within this Inspection Report there was 0 Recommendation:**

<b>St Ninians Nursery</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>Jun 19</b>	<b>Nov 17</b>	<b>Sep 15</b>	<b>Feb 13</b>
	Quality of care and support	5 Very Good	5 Very Good	5 Very Good	6 Excellent
	Quality of environment	5 Very Good	5 Very Good	4 Good	5 Very Good
	Quality of staffing	5 Very Good	Not Assessed	5 Very Good	6 Excellent
	Quality of management and leadership	4 Good	Not Assessed	4 Good	5 Very Good

### Summary

#### What The Service Does Well

##### Quality of Care and Support- 5 Very Good

St Ninians nursery, staff have created positive relationships with parents and carers, and the strong commitment to supporting families was embedded in the ethos of the service.

##### Quality of Environment- 5 Very Good

Natural resources and loose parts were evident throughout both the indoor and outdoor environments, positively impacting on children's imaginative and creative play.

The outdoor environment was the most popular area for the older children to spend their time. Inspectors observed children to confidently play, creating their own imaginary games and characters. Risk benefit was particularly well supported, with children confidently climbing trees and problem solving through their play.

##### Quality of Staffing- 5 Very Good

A particular strength of the staff team was their commitment to help, support and guide parents and carers in a respectful manner to improve better outcomes for the families at home and in the nursery setting. The awareness of staff knowing and listening to children and their families, responding to what they want and need, is something which should be much admired.

##### Quality of Management and leadership- 4 Good

Whilst we evaluated the management and leadership of the nursery as very good, as a result of further actions to be taken by the Local Authority following an incident with regard to children's safety and security inspectors evaluated this theme overall as good.

The Local Authority subsequently provided CI with a comprehensive list of further actions they had implemented to ensure children's safety, including a guaranteed timeline in which repairs or issues would be addressed. Inspectors were satisfied with the actions taken

##### What the service could do better

Clarifying roles and responsibilities within the leadership team to more clearly define these to support the identification of issues.

**Within this Inspection Report there was 0 Recommendations**

<b>Wallacetown Nursery</b>					
Inspection by: Care Inspectorate					
	<b>Grades:</b>	<b>Latest Grade Awarded</b>	<b>Grading History</b>		
	<b>Theme</b>	<b>Jun 19</b>	<b>Nov 15</b>	<b>Dec 12</b>	<b>Feb 10</b>
	Quality of care and support	5 Very Good	6 Excellent	5 Very Good	5 Very Good
	Quality of environment	Not Assessed	5 Very Good	4 Good	5 Very Good
	Quality of staffing	Not Assessed	6 Excellent	5 Very Good	4 Good
	Quality of management and leadership	5 Very Good	5 Very Good	5 Very Good	5 Very Good

## Summary

### What The Service Does Well

Wallacetown Nursery provides a high quality learning environment that is nurturing, highly supportive and values children as individuals. There is a relaxed, warm and inclusive atmosphere that welcomes families and values diversity.

The service was very well-managed and well-led by an effective senior team. Through a robust programme of self-evaluation monitoring and quality assurance the nursery head had a clear vision for the nursery. The management team worked very well together, having shared values and vision for the service.

Children had formed strong and trusting relationships with staff, they were secure and very comfortable in their care. Staff knew children extremely well and were sensitive to individual needs,

There were excellent opportunities for free-flow play and we saw children moving comfortably between indoor and outdoor play spaces. The broad outdoor experiences were a key strength of the service and we saw that children were confident, active and creative in their outdoor play.

Bi-lingual children were thriving and progressing very well in English as a second language.

Children were confident and independent learners. They were busy and focused at play in the rich learning environment that provided very good opportunities for investigation, problem solving and creativity.

### What the service could do better

The strong and experienced role models and senior staff should continue to embed best practice and achieve greater consistency to staff engagement with children.

CI suggested that the nursery place greater emphasis on how they are supporting numeracy and early maths.

The lunch time experience is reviewed to provide a more relaxed and sociable meal experience for all children.

**Within this Inspection Report there was 0 Recommendations**

