

**Summary of numbers of recommendations and requirements made to providers.**

<b>Name of Early Learning and Childcare Provider</b>	<b>Areas for Improvement</b>	<b>Requirements</b>
Curious Minds, Elgin	8	1
Bishopmill Pre-school, Elgin	1	0
Teddy Bear Developmental Nursery, Cullen	1	0
Portknockie Nursery, Portknockie	4	0
Ark Childcare, Miltonduff	4	0
Lady Cathcart Nursery, Buckie	2	0
Earthtime, Duffus	2	0
Aberlour Nursery, Aberlour	3	0
Aberlour & Craigellachie Pre-school, Aberlour	1	0

**Details of gradings, recommendations and requirements made to providers.**

**Curious Minds, Elgin**

*Unannounced*

*Gradings*

How Good Is Our Care, Play and Learning	3
How Good Is Our Setting	4
How Good Is Our Leadership	3
How Good Is Our Staff Team	3

(N/A – Not Assessed)

**Areas for Improvement**

- To support children's current care needs and preferences, the provider should ensure that meeting needs, choices and wishes are planned for effectively in personal plans.

This is to ensure that meeting the needs of children is consistent with the Care Inspectorate guidance document Guide for providers on Personal Planning Early Learning and Childcare.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'My personal plan (sometimes referred to as a care plan) is right for me because it sets out how my needs will be met, as well as my wishes and choices' (HSCS 1.15).

***This area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

- To support children to experience sociable, enjoyable and relaxed snack and lunch times, the provider should improve mealtime experiences. This should include, but is not limited to increasing staff knowledge and competency to support practice consistent with guidance contained in the Care Inspectorate document: 'Food

Matters'. And also the practice note: 'Keeping children safe: supporting positive mealtime experiences in Early Learning and Childcare'.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I take part in daily routines, such as setting up activities and mealtimes, if this is what I want' (HSCS 2.21); and

'I can enjoy unhurried snack and meal times in as a relaxed an atmosphere as possible' (HSCS 1.35).

***This area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

- To support children's learning and development, including literacy and numeracy development, the provider should ensure that all children can choose from a range of good quality, developmentally appropriate resources which provoke curiosity, imagination and problem solving.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'As a child, I have fun as I develop my skills in understanding, thinking, investigation and problem solving, including through imaginative play and storytelling' (HSCS 1.30).

***This area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

- To promote child-led play and learning, the provider should ensure that a balance of responsive and intentional planning supports children's choice of activities and experiences.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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 area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

- To promote play which supports children across their developmental stages, the service should provide a stimulating range of resources which foster imaginative play, creative thinking, problem solving and learning.

This should include but is not limited to:

- a) evaluating the variety and type of resources used with all ages of children; and
- b) where appropriate, replacing or removing old and worn resources.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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 area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

- To keep children safe and healthy and to promote their wellbeing, the provider should improve infection prevention and control measures and routines, such as carrying out regular cleaning and also washing or replacing soft furnishings. This is to ensure that infection prevention and control practices are consistent with the

NHS Scotland document Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings).

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I experience an environment that is well looked after with clean, tidy and well maintained premises, furnishings and equipment' (HSCS 5.22).

***This area for improvement was made on 6 February 2023 and has been met.***

- To support improved outcomes for all service users, the provider should ensure that quality assurance processes are robust and transparent. This should include, but is not limited to:

a) regular opportunities for staff to participate in meaningful reflective and self-evaluative practice; and

b) fostering an ethos of continuous improvement which promotes children's, staff's and parents' ownership of change.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which states that:

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent, quality assurance processes' (HSCS 4.19).

***This area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

- To foster continuity of care which supports children's care, safety and wellbeing at all times, the provider should ensure that staff are deployed effectively and appropriately across the day. This should include but is not limited to taking staff skills, knowledge and experience into account.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which states that:

'I experience high quality care and support based on relevant evidence, guidance and best practice' (HSCS 4.11).

***This area for improvement was made on 6 February 2023 – not met within timescale of 20<sup>th</sup> July 2023 and remains in place.***

## Requirements

1. By 2 February 2023 the provider must ensure that the safety, health and wellbeing of the children is improved.

To do this the provider must, at a minimum:

a) ensure that staff are knowledgeable in relation to safe record keeping and administration of medication;

b) ensure all medicines are correctly stored and labelled, including any dispensing labels; and

c) ensure that corresponding records for medication is completed consistently.

This is to comply with Regulations 4 and 10 and of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210) 4.—(1) A provider must: (a) make proper provision for the health, welfare and safety of service users;

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I experience high quality care and support because people have the necessary information and resources.' (4.27).

***This requirement was made on 6 February 2023 and has been met.***

## **Bishopmill Pre-school, Elgin**

*Unannounced*

### *Gradings*

How Good Is Our Care, Play and Learning	4
How Good Is Our Setting	3
How Good Is Our Leadership	4
How Good Is Our Staff Team	5

(N/A – Not Assessed)

### Areas for Improvement

- To keep children healthy and safe, the provider and manager should ensure that effective infection prevention and control practices and routines are in place and consistently practiced. This is to ensure that infection prevention and control measures are consistent with the NHS Scotland document: 'Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings).'

This includes but is not limited to, ensuring that:

- a) Staff are knowledgeable and competent in effective handwashing routines and practice
- b) Children are supported so their handwashing hygiene and routines are effective and following infection prevention and control guidance
- c) Staff are knowledgeable and competent about all aspects of infection prevention and control
- d) The manager has the right knowledge and is competent in making relevant notifications to the Care Inspectorate as per the guidance document: 'Records that all registered children and young peoples' care services must keep and guidance on notification reporting.'

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I experience high quality care and support because people have the necessary information and resources (HSCS 4.27).'

'I have confidence in people because they are trained, competent and skilled, and are able to reflect on their practice and follow their professional and organisational codes (HSCS 3.14).'

### Requirements

- None

## **Teddy Bear Developmental Nursery, Cullen**

*Unannounced*

### *Gradings*

How Good Is Our Care, Play and Learning	4
How Good Is Our Setting	4
How Good Is Our Leadership	3
How Good Is Our Staff Team	4

(N/A – Not Assessed)

### Areas for Improvement

- To enhance the delivery of high-quality practice that leads to improved outcomes for all, leaders should ensure that a strong ethos of continuous improvement is established, that includes quality assurance and self-evaluation.  
This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:  
'I am actively encouraged to be involved in improving the service I use, in a spirit of genuine partnership.' (HSCS 4.7); and  
'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes'. (HSCS 4.19).

#### Requirements

- None

### **Portknockie Nursery, Portknockie**

*Unannounced*

#### *Gradings*

How Good Is Our Care, Play and Learning	4
How Good Is Our Setting	3
How Good Is Our Leadership	3
How Good Is Our Staff Team	4

(N/A – Not Assessed)

#### Area for Improvement

- To support children's overall wellbeing through information sharing with children and families, the manager should establish a consistent system of review of the personal plan, a minimum of six monthly.  
This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:  
'My personal plan (sometimes referred to as a care plan) is right for me because it sets out how my needs will be met, as well as my wishes and choices' (HSCS 1.15).
- To support the health and wellbeing of children and staff, the manager/provider should ensure that nappy changing facilities are appropriate and infection control approaches are consistent across the setting.  
This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:  
'If I require intimate personal care, there is a suitable area for this, including a sink if needed' (HSCS 5.4); and  
'My environment is secure and safe' (HSCS 5.17).  
This is to ensure infection control practices are consistent with the NHS Scotland & HPS Scotland document, Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings); and Care Inspectorate document, Nappy changing facilities for early learning and childcare services: information to support improvement.
- To support robust recruitment procedures the provider should ensure that a detailed record of references is maintained, the use of reference proformas can help with the process.  
This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I am confident that people who support and care for me have been appropriately and safely recruited' (HSCS 4.24).

This is to ensure that recruitment of staff is consistent with the Care Inspectorate document Safer recruitment through better recruitment.

- To enhance the delivery of high-quality practice that leads to improved outcomes for all, leaders should ensure that a strong ethos of continuous improvement is established, that includes quality assurance and self-evaluation.
- This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:  
'I am actively encouraged to be involved in improving the service I use, in a spirit of genuine partnership' (HSCS 4.7); and  
'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

#### Requirements

- None

### **Ark Childcare, Miltonduff**

*Unannounced*

#### *Gradings*

How Good Is Our Care, Play and Learning	3
How Good Is Our Setting	4
How Good Is Our Leadership	3
How Good Is Our Staff Team	3

(N/A – Not Assessed)

#### Area for Improvement

- To promote child-led play and learning, the provider should ensure that a balance of responsive and intentional planning supports children's choice of activities and experiences.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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).

- To promote play which supports children across their developmental stages, the service should provide a stimulating range of resources which foster imaginative play, creative thinking, problem solving and learning.

This should include but is not limited to:

a) Evaluating the variety and type of resources used with all ages of children.

b) Ensuring that children have access to the resources and activities they choose.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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 area for improvement was made on 12 August 2020 - not met within timescale of 25<sup>th</sup> August 2023 and remains in place.***

- The manager/provider should ensure that staff are supported to develop the necessary skills to provide quality experiences for children. This should be achieved through:

a) The development of a central training plan that identifies individual and group learning needs that is effectively monitored.

b) Evaluation of the impact of training, how it has been implemented in practice and how it has had a positive impact on outcomes for children.

c) Shared learning within the staff team and an opportunity to reflect on practice including but not limited to positive interactions, child-led play and learning and effective planning for experiences and next steps in learning.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I have confidence in the people because they are trained, competent and skilled, can reflect on their practice and follow their professional and organisational codes' (HSCS 3.14); and

'I am confident that people are encouraged to be innovative in the way they support and care for me' (HSCS 4.25).

***This area for improvement was made on 12 August 2020 - not met within timescale of 25<sup>th</sup> August 2023 and remains in place.***

- To support improved outcomes for children, the provider should ensure that quality assurance processes are robust and transparent. This should include, but is not limited to:

a) Regular opportunities for staff to participate in meaningful and sustainable self-evaluative practice.

b) Fostering an ethos of continuous improvement which promotes children's, staff's and parents' ownership of change.

c) Monitoring methods of practice such as positive interactions and approaches to enabling child-led play and learning.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19); and

'I am confident that people are encouraged to be innovative in the way they support and care for me' (HSCS 4.25).

***This area for improvement was made on 12 August 2020 - not met within timescale of 25<sup>th</sup> August 2023 and remains in place.***

#### Requirements

- None

#### **Lady Cathcart Nursery, Buckie**

*Unannounced*

#### *Gradings*

How Good Is Our Care, Play and Learning	4
How Good Is Our Setting	4
How Good Is Our Leadership	3
How Good Is Our Staff Team	4

(N/A – Not Assessed)

### Area for Improvement

- To support the safety and wellbeing of children requiring medication the manager should ensure that an accurate and up to date record is in place. Review all consent at least every three months or at the start of new term to check that nothing has changed.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'My care and support meets my needs and is right for me' (HSCS 1.19) and

'I experience high quality care and support because people have the necessary information and resources' (HSCS 4.27).

- To support continuous improvement that enhances the delivery of high-quality practice, leaders should establish sound methods of quality assurance.

This is to ensure care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I am supported to give regular feedback on how I experience my care and support and the organisation uses learning from this to improve.' (HSCS 4.8) and

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

### Requirements

- None

### **Earthtime, Duffus**

*Unannounced*

#### *Gradings*

How Good Is Our Care, Play and Learning	4
How Good Is Our Setting	5
How Good Is Our Leadership	3
How Good Is Our Staff Team	3

(N/A – Not Assessed)

### Area for Improvement

- To support positive outcomes and continuous improvement for children and families, the provider should ensure that approaches to quality assurance are developed. This should include, but is not limited to, monitoring all aspects of practice, and seeking the views of parents and carers to support improvement.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

- To ensure positive outcomes for children, management should ensure that staff are deployed in a way that meets children and families' needs across the day. This should include, but is not limited to, during mealtimes and collection time.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'My needs are met by the right number of people' (HSCS 3.15); and



'My care and support is consistent and stable because people work well together' (HSCS 3.19).

#### Requirements

- None

### **Aberlour Nursery, Aberlour**

*Unannounced*

#### *Gradings*

How Good Is Our Care, Play and Learning	4
How Good Is Our Setting	4
How Good Is Our Leadership	3
How Good Is Our Staff Team	4

(N/A – Not Assessed)

#### Area for Improvement

- To support children's to achieve their potential, the manager should ensure staff have the knowledge and skills to plan effectively for learning and development. This should include but is not limited to, ensuring that planning includes both responsive and intentional elements.  
This is in order to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:  
'I am supported to achieve my potential in education and employment, if this is right for me.'
- To keep children safe and healthy and to promote their wellbeing, the service should improve infection prevention and control measures. This includes but is not limited to:
  - a) Ensuring through effective and consistent supervision that correct and effective handwashing routines are maintained.
  - b) Ensuring through effective and consistent supervision that items such as pedal bins are used correctly.  
This is to ensure that infection prevention and control practices are consistent with the NHS Scotland document: 'Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings)'.  
This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:  
'I experience high quality care and support based on relevant evidence, guidance and best practice' (HSCS 4.11).
- To ensure that children benefit from improvements which have the greatest positive impacts on their experiences and outcomes, the service should ensure that they have robust quality assurance processes in place.  
This should include but is not limited to:
  - a) regular opportunities for reflection and self-evaluation of practice
  - b) regular monitoring of staff practice to identify good quality skills and practice as well as training needs
  - c) regular monitoring of the quality of children's experiences and care.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

#### Requirements

- None

### **Aberlour & Craigellachie Pre-school, Aberlour**

*Unannounced*

#### *Gradings*

How Good Is Our Care, Play and Learning	3
How Good Is Our Setting	4
How Good Is Our Leadership	4
How Good Is Our Staff Team	4

(N/A – Not Assessed)

#### Area for Improvement

- To further support children's engagement and interests in activities, the manager and staff should continue to organise spaces that enabled children to be meaningfully and actively involved in their play and next steps of learning.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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)

#### Requirements

- None