

APPENDIX 1

Summary of numbers of recommendations and requirements made to providers.

Provider	Number of Recommendations	Number of Requirements
Earthtime's Forest School Nursery, Duffus	0	0
Keith Play Centre Nursery, Keith	5	0
Fochabers Nursery and out of School, Fochabers	0	0
Ark Childcare, Mosstowie	9	1
Rainbow Castle Childcare, Elgin	4	0
RAF Lossiemouth Childcare Centre, Lossiemouth	0	0

Details of gradings, recommendations and requirements made to providers.

Earthtime's Forest School Nursery, Duffus

Gradings

Quality of Care and Support	4	Good
Quality of Environment	4	Good
Quality of Staffing	4	Good
Quality of Management and Leadership	4	Good

Recommendations

- None

Requirements

- None

Keith Play Centre, Keith

Gradings

Quality of Care and Support	3	Adequate
Quality of Environment	3	Adequate
Quality of Staffing	3	Adequate
Quality of Management and Leadership	3	Adequate

Recommendations

- The personal (care) plan for the child should provide an accurate reflection of a child's needs and any necessary support. Information should be well organised and include identified strategies/actions that are monitored, updated and implemented, making a difference to children's wellbeing.
- The managers and staff should expand and extend children's play experiences, so that creativity and exploration can naturally evolve, with a view to, capturing children's individual needs and interests. Children should be involved in snack learning self-help skills, independence with staff providing positive role models.

- Children should be able to enjoy a rich environment that has a wealth of interesting opportunities and encourages them to be imaginative, inventive and creative. This could be achieved through:
 - a) play areas that are well thought out and arranged to provide greater choice
 - b) a wider variety of resources/play equipment that includes real life, scrap and natural materials both indoors and outdoors
- The manager should ensure that training and development supports staff to provide quality experiences for children. This should be achieved through:
 - a) tiered line management induction/supervision with individual staff
 - b) how training will be implemented in practice with a view to making a difference
 - c) shared learning within the staff team and an opportunity to reflect on practice and methods of recording/evaluation such as personal care plans/medication for example
- A continuous and well-judged pace of change linked to strong self evaluation for improvement should be established, so that there is a positive impact on outcomes for children. This could be achieved through:
 - a) an evaluation of the outcomes related to area for improvement
 - b) the involvement of staff, children and parents/carers
 - c) observation and reflection by both the manager and staff.

Requirements

- None

Fochabers Nursery and Out of School, Fochabers

Gradings

Quality of Care and Support	5	Very Good
Quality of Environment	5	Very Good
Quality of Staffing	N/A	
Quality of Management and Leadership	N/A	

(N/A = not assessed)

Recommendations

- None

Requirements

- None

Ark Childcare, Mosstowie

Gradings

Quality of Care and Support	3	Adequate
Quality of Environment	2	Weak
Quality of Staffing	2	Weak
Quality of Management and Leadership	2	Weak

(N/A – Not Assessed)

Recommendations

- The personal (care) plan for the child should provide an accurate reflection of a child's needs. Information should be well organised and updated so that it is meaningful and incorporates identified strategies/actions that help to maintain a co-ordinated approach to wellbeing.
- Children should have positive eating experiences that provides the following:
 - a) a quiet, peaceful area with appropriate tables, chairs and cutlery
 - b) encourages independence and self-help skills
 - c) staff sitting with children to enhance social interaction and to support a positive learning experience.
- To support children's wellbeing, medication should always be provided in its original container with the dispensing/product label, has not expired and is stored safely.
- The provider/manager should put methods in place so that good infection control practices are consistently followed to promote the safety and wellbeing of the children. The environment should be clean and well maintained and take into consideration, design guidance for early learning and childcare and out of school care settings.
- Children should be able to enjoy a rich and challenging environment that is equipped and furnished to meet needs and provides a wealth of rich and interesting opportunities. This would encourage creativity and exploration to evolve naturally, to support wellbeing and learning. This could be achieved through:
 - a) play areas that are well thought out and arranged to provide greater choice; storage should give consideration to accessibility and appeal, for children of all ages
 - b) a wider variety of inspirational play resources/play equipment that include real life, open ended and natural materials both indoors and outdoors
 - c) cosy and inviting quiet spaces for children to recuperate and relax and sleep equipment that promotes wellbeing and comfort.
- 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) tiered line management induction/supervision with individual staff
 - b) the development of a central training plan that identifies individual and group learning needs that is effectively monitored
 - c) an evaluation of the impact of training, how it will be implemented in practice with a view to making a difference
 - d) shared learning within the staff team and an opportunity to reflect on practice and methods of recording/evaluation such as personal care plans/medication for example.

- The provider/manager should consider what action to take for staff that have not gained their registration within six months. Such as carrying out a risk assessment or creating an action plan for the worker to achieve registration, suspending the worker's contract or redeploying the worker to a role that does not need registration.
- The manager should establish a continuous and well-judged pace of change linked to strong self evaluation for improvement, so that there is a positive impact on outcomes for children. This could be achieved through:
 - a) a robust evaluation of the outcomes related to area for improvement, staff meetings could be a conduit for monitoring through a concise minute and action plan
 - b) the involvement of staff, children and parents/carers
 - c) observation and reflection by both the manager and staff
 - d) monitoring methods of practice such as administration of medication, personal care plans, accidents/incidents, for example.
- The provider and manager should undertake a thorough evaluation of the premises that incorporates and embraces change, that leads to creating a high quality caring and learning environment. Giving recognition to the importance of interactions and experiences for children. Taking account of the following:
 - a) sufficient and appropriate dispersal of staff
 - b) space ratios
 - c) the location of and design of facilities related to tasks such as nappy changing, toileting and hand washing.

Requirements

- In order to ensure that staff required to register with the Scottish Social Services Council complete registration within six months of commencing in post. The provider must ensure that staff make an application to do so as soon as possible following appointment, so that they are registered by the required date of registration by 30 August 2019.

Rainbow Castle Childcare, Elgin

Gradings

Quality of Care and Support	4	Good
Quality of Environment	3	Adequate
Quality of Staffing	3	Adequate
Quality of Management and Leadership	3	Adequate

Recommendations

- Children should have an environment that has measures in place to reduce noise levels to minimise the potential for a detrimental effect on children. Consideration should be given to introducing more soft furnishing, drapes and quiet/relaxing areas, including a well resourced, stimulating and inviting home corner.

- Children should be able to enjoy a rich environment that is well thought out and includes a wealth of open ended, real life and natural materials both inside and outside, that encourage children to be imaginative, inventive and creative.
- The manager should ensure that training and development supports staff at an individual level and as a team to establish an inspiring physical environment and quality learning experiences for children.
- A continuous and well-judged pace of change linked to strong self evaluation for improvement should be established, that has a positive impact on outcomes for children. This could be achieved through:
 - a) clearly identified and measurable targets
 - b) monitoring methods of practice such as personal care plans, learning journals, accidents/incidents, for example
 - c) observation and reflection of practice by the manager and staff.

Requirements

- None

RAF Lossiemouth Childcare Centre, Lossiemouth

Gradings

Quality of Care and Support	5	Very Good
Quality of Environment	5	Very Good
Quality of Staffing	N/A	
Quality of Management and Leadership	N/A	

(N/A = not assessed)

Recommendations

- None

Requirements

- None