

Summary of numbers of recommendations and requirements made to providers.

Provider	Number of Recommendations	Number of Requirements
Dyke Pre-school Centre	3	1
Building Blocks Nursery, Buckie	2	0
Rainbow Castle, Elgin	6	0
Keith Play Centre	3	3

Details of gradings, recommendations and requirements made to providers.

Dyke Pre-school Centre

Gradings

Quality of Care and Support	3	adequate
Quality of Environment	N/A	
Quality of Staffing	N/A	
Quality of Management and Leadership	3	adequate

(N/A – Not Assessed)

Recommendations

- To further help children to learn, develop skills, confidence and self-esteem the staff with the support of the manager should:
 - be flexible in offering choices and resources inside and outside, that capture children's interest with the individual in mind so children direct their play and remain motivated
 - ensure children are better encouraged to express their ideas and feelings and own theories through conversations, decision making and taking responsibility
- Staff should take part in training and development that enables them to provide quality experiences for children, supporting them to achieve their potential. This should be achieved through:
 - planned line management supervision with individual staff
 - the development of a training action plan for staff, taking account of individual and collective needs, that is effectively monitored and implemented
 - shared learning and responsibility for taking forward improvements
- 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 should be achieved through:
 - an evaluation calendar/planner to assist with specific, clear and measurable targets.
 - the involvement of staff, children and parents/carers.
 - observation and reflection by the manager and staff

Requirements

- To ensure that safe recruitment procedures are implemented, the management committee and provider must ensure that all checks for staff and volunteers are completed prior to appointment and that staff are registered with the Scottish Social Services Council (SSSC) within six months of commencing in post by 6

June 2018. This is to ensure that there is care and support is consistent with the Health and Social Care Standards which state that "I am confident that people who support and care for me have been appropriately recruited" (HSCS 4.24), and in order to comply with Regulation: Fitness of employees (9)(1) and (2)(a)(b)(c) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011

Building Blocks Nursery, Buckie

Gradings

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

Recommendations

- Staff training and development should reflect individual and collective needs and be effectively monitored so its impact is measured and it is clear what has made a difference for children and quality of the provision.
- 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:
 - an evaluation calendar/planner to assist with specific, clear and measurable targets
 - the involvement of staff, children and parents/carers
 - observation and reflection by the manager and staff

Requirements

- None

Rainbow Castle, Elgin

Gradings

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

Recommendations

- The manager should improve the practice of child protection so that the safety and wellbeing of the child is promoted through:
 - a format of good quality recording that is sufficient, succinct and accurate that supports good sharing of information
 - opportunities for staff to reflect on child protection concerns to affirm their knowledge and develop/maintain a shared understanding
 - establish a consistent approach that is implemented by those with child protection responsibilities
- The manager and staff should review and develop approaches so that children are helped to self-regulate and manage their own behaviour, and better outcomes for children are promoted through partnership with parents.

- Senior practitioners should be supported to effectively lead and support practitioners to improve their skills and knowledge, enhancing the culture that values staff
- Staff training and development should reflect individual and collective needs and be effectively monitored so its impact is measured, and it is clear what has made a difference for children and quality of its provision.
- The provider should consider the role of the depute manager so that they have sufficient time to undertake the role in the absence of the manager
- 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:
 - an evaluation calendar/planner to assist with specific, clear and measurable targets
 - the involvement of staff, children and parents/carers
 - observation and reflection by the manager and staff

Requirements

- None

Keith Play Centre

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

This unannounced visit was to follow up on requirements and recommendations from previous inspection. All recommendations have been met and 3 requirements still to be addressed which the school are working on.

Recommendations

- Children should be able to enjoy an environment that has a wealth of interesting opportunities and encourages them to be imaginative, inventive and creative. This could be achieved through:
 - play rooms that are well thought out and organised to promote greater choice
 - a wider range of resources/play equipment, that include real and natural materials
 - spontaneous and free flow use of the outdoor play area
- Staff should take part in training and development that enables them to provide quality experiences for children, supporting them to achieve their potential. This should be achieved through:
 - tiered line management supervision with individual staff
 - the development of a staff training action plan, taking account of individual and collective needs, that is effectively monitored and implemented
 - the impact of training on outcomes for the children
 - shared learning and responsibility for taking forward improvements.

- 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
 - an evaluation calendar/planner to assist with specific, clear and measurable targets.
 - the involvement of staff, children and parents/carers.
 - observation and reflection by the manager and staff.

Requirements

- In order to ensure that individual children's care and support needs are met at all times, the provider must review planning to include individual needs, interests and age and stage by 21 September 2018
- In order to support children in a sensitive and caring manner so that they learn to regulate their own behaviour, the provider must develop positive and restorative strategies in behaviour management by 21 September 2018.
- In order to ensure that effective and robust child protection procedures are followed, the manager must arrange for child protection training to be delivered to the whole staff team by 24 August 2018.