

Trinity Tots Nursery Day Care of Children

9 Granton Road
Edinburgh
EH5 3QJ

Telephone: 0131 551 3020

Type of inspection:

Unannounced

Completed on:

5 June 2019

Service provided by:

Linda Kane

Service provider number:

SP2003002944

Service no:

CS2003012047

About the service

This service was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Trinity Tots Nursery in Edinburgh provides day care for a maximum of 36 children varying in age from under two years to those not yet attending primary school. The nursery is a single storey self-contained building situated in a cul-de-sac off the main road. It is close to shops, local amenities and bus routes. There are three playrooms, Bumble-bee room for children birth-two years, Ladybird room for children two-three years and Butterfly room for children three-five years.

The service aims state that their primary goal is "To provide high quality care in a safe and stimulating environment."

This inspection was carried out by a Care Inspectorate inspector over three days. On the third day an Education Scotland inspector attended to carry out a continuing engagement inspection.

We check services are meeting the principles of Getting It Right For Every Child (also known as GIRFEC). Set up by Scottish Government, GIRFEC is a national approach to working in a consistent way with all children and young people. It is underpinned by the principles of prevention and early intervention. The approach helps services focus on what makes a positive difference for children and young people and what they can do to improve. There are eight wellbeing indicators at the heart of Getting It Right For Every Child. They are: safe; healthy; achieving; nurtured; active; respected; responsible and included.

What people told us

Prior to the inspection we sent 20 Care Standard Questionnaires to the service for parents and carers. We received ten completed questionnaires prior to the inspection. Written comments included:

- 'Our child has been well taken care of, staff seem to genuinely care and like the children. It is a supportive and friendly environment and we have all been very happy with our child's experience'.
- 'My child seems to have settled well and enjoys his surroundings. He is happy and content with all staff and we are pleased at how much he seems to enjoy the setting. Staff have been great at helping him with the transition to nursery. We are also very happy with the observation journals which capture a great deal and clearly show how he is developing and how staff are looking towards his next steps in development'.
- 'We have always had a good relationship with the nursery and we are happy with the staff and his development. Also it is encouraging to see male staff work at the nursery, which is refreshing to see and shows diversity'.
- 'I know my child gets excellent care and is looked after well because every day he asks to go to nursery and gets very excited when he is going. Also when I pick him up, they always have lots of wonderful stories to tell me about his day and he never wants to leave. I have noticed positive changes in his eating routines and in the way he plays'.
- 'I am really happy with this nursery and all the staff. My daughter has come on loads since starting here. The staff are all very friendly and professional'.

Self assessment

The service had not been asked to complete a self assessment in advance of the inspection. We looked at their own improvement plan which demonstrated their priorities for development and how they were monitoring the quality of the provision within the service.

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of environment	4 - Good
Quality of staffing	4 - Good
Quality of management and leadership	4 - Good

Quality of care and support

Findings from the inspection

Trinity Tots nursery provided a calm, relaxed and happy environment for children. Staff were thoughtful and respectful in their interactions with children, which provided a safe and nurturing space. The warm interactions contributed to the welcoming and respectful ethos where children were nurtured and valued. This enhanced children's confidence and feelings of security, supporting their play and contributing to their learning.

A cook provided healthy home cooked food and had received appropriate training to ensure she was aware of national guidelines. She also carried out baking activities with the children and discussed healthy eating. Toothbrushing was carried out with all children. This contributed to a healthy lifestyle for children.

A requirement had been made about medication at the last inspection and has now been met. Medication was appropriately stored and clearly labelled. Appropriate information had been gathered from parents to ensure that staff had the correct information to ensure they could meet the needs of the children. There were clear systems and audits in place to ensure the safety and care of children.

Staff considered the GIRFEC health and wellbeing indicators when planning for and supporting children's needs. Good levels of individualised care was provided as staff knew children well. Staff and the manager had taken appropriate action where they had concerns about a child in their care. They were very pro-active in ensuring that children got the appropriate support when they needed it and that other relevant professionals were involved. This meant that children and families were protected, nurtured and respected.

A staff member had introduced mindfulness to the children. She enthusiastically told us about the activities she carried out with children and the positive impact this was having on individual children. Yoga, breathing techniques, relaxation exercises and sensory activities had been introduced to children of all age groups, giving them skills to become emotionally resilient.

The service should now improve the core provision in the pre-school room to ensure that children have an opportunity to access a wide range of resources at all times. They should ensure that there are resources and activities to compliment the planning to give children rich and meaningful experiences and provide breadth and depth of challenge.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of environment

Findings from the inspection

The environment was calm and inviting, staff had been introducing more natural materials and loose parts. 'Loose parts' are materials that can be moved, carried, combined, redesigned, lined up, taken apart and put back together in multiple ways. This contributed to empowering children's imagination and creativity and allowed them to explore and manage risk. This was an ongoing area of improvement. Staff had recently completed 'continuous provision toolkits' to assist them in identifying areas of improvement within the environment.

Staff within the baby room had created a calm and welcoming atmosphere through the use of natural and sensory resources. A separate sleep room provided a safe environment for babies to sleep. Staff nurtured and supported babies. Routines from home were followed and there was good partnership with parents, this provided consistency for babies.

The Ladybird room provided opportunities for children to practice their independence skills and staff thoughtfully supported children. There were a range of resources available for children to choose from which supported their interests.

Children from the Butterfly room chose to spend most of their time outside playing in the garden. When they did choose to be inside they were supported by staff. The area was provided in two separate rooms which sometimes made it difficult for children to choose from all of the resources on offer. Staff were aware of this and were exploring ways that access for children could be improved. We discussed in-depth with staff and the manager how the area could be better resourced to ensure that children had an opportunity to access a wide range of resources at all times. They should ensure that there are resources and activities to compliment the planning to give children rich and meaningful experiences and provide breadth and depth of challenge.

All of the playrooms had direct access to a garden. Pre-school children enjoyed free flow access to the outdoor spaces. Most children choose to be outside at some point during the day.

There were a variety of loose parts within the garden areas. A sensory garden had recently been developed which we saw children enjoy spending time in. We discussed ways in which the sensory area and pre-school garden area could be further improved.

The service made good use of the local community providing opportunities for children to learn about and explore the local area. The pre-school children had been discussing modes of transport and on one of the days of the inspection had walked down to the local harbour to see the boats. Children enjoyed trips to the Botanical Gardens which provided a chance for them to engage with nature in a beautiful setting.

Children continued to visit a local residential home for the elderly. This intergenerational activity encouraged children to care about others as well as building relationships.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of staffing

Findings from the inspection

Staff were nurturing towards children, they recognised children's interests and were responsive to their needs. Staff worked well as a team and supported each other. Staff told us that they felt well supported by management.

Staff were encouraged by the manager in their continuing professional development. The majority of staff were qualified and those who weren't were working towards a qualification. All staff were registered with the Scottish Social Services Council (SSSC). The SSSC is the organisation in Scotland which registers people who work in care settings. The manager, who was also studying, had organised a study evening so that those who wanted to could study together in the evening. This was a supportive environment within which staff could increase their knowledge and skills.

A 'developing talent programme' supported staff to develop their knowledge and skills in their own particular area of interest. This encouraged staff enthusiasm and improved outcomes for children. An example of this was the staff member who had introduced mindfulness. This involved staff in the continuing improvement of the service.

We saw that some staff used Higher Order Thinking Skills (HOTS) when speaking with children. HOTS takes thinking to higher levels than restating the facts and requires children to do something with the facts - understand them, infer from them, connect them to other facts and concepts, categorize them, manipulate them, put them together in new or novel ways, and apply them as they seek new solutions to new problems. Staff knowledge and understanding of HOTS needed to be further enhanced to benefit children.

Parents were very positive about staff. Their comments included:

- "Staff seem to genuinely care for and like the children".
- "Staff have been great at supporting my child's transition to nursery, he is happy and content with all staff".
- "We are happy with the staff and our child's development. It is refreshing to see male staff at work in the nursery, which is refreshing and shows diversity".
- "Staff are all friendly and professional".

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

Quality of management and leadership

Findings from the inspection

The manager was new in post since the last inspection. She had nurtured a positive and creative space for staff, parents and children. There was a warm and welcoming atmosphere within the nursery.

Policies and procedures had been revised to ensure that they were up to date with guidance, legislation and linked to best practice. This meant that everyone was aware of what was expected of them and kept parents informed about how the nursery operated.

Since the last inspection the manager had taken positive action to meet the requirements and recommendations made. Quality assurance processes had been implemented in many areas of the nursery. We saw that these were having a positive impact in many areas for example the audit of medication.

The manager was in the process of completing a Standards Quality and Improvement Plan (SQIP) for the new academic year. Some of the improvements from the current year were still on-going and the manager realistically intended to include these for the following year until they were embedded in practice.

The manager now needed to have an overview of what was happening within the nursery for example, an overview of staff practice and provision. Staff had begun to complete environment toolkits to identify improvements to the rooms and resources. We discussed with the manager how the completion of these could be improved to ensure action was taken. This would contribute to the continuing improvement of the nursery.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Grade: 4 - good

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

Previous requirements

Requirement 1

To ensure the health, wellbeing and safety of children, the provider must ensure that:

- Medication is appropriately stored and clearly labelled.
- Medication no longer required by children at nursery is returned to parents.
- There is clear information about children's allergies and the steps that staff should take.
- Medications forms should clearly ask parents if they have given their child the first dose of medication.
- Parents sign to say that they are aware that their child has been given medication by staff.
- The medication policy and procedure adhere to best practice guidance and are followed by staff.

This is in order to comply with The Social Care and Social Work Improvement Scotland (Requirements for care services) Regulations 2011/210. Regulation 4 - (1) (a) make proper provision for the health, welfare and safety of service users.

Timescale : within one month.

This requirement was made on 15 January 2019.

Action taken on previous requirement

Medication was now appropriately stored.

An audit of medication was completed so that medication no longer required was returned to parents.

Clear information was gathered from parents about their child's allergy.

Staff ensured that parents had given the first dose of medication to their child.

The medication policy adhered to best practice and was followed by staff.

Met - within timescales

Requirement 2

To ensure the safety of children the provider must ensure that:

- Staff are recruited in a safe manner in line with best practice guidance. This should include having a clear record of whom the references are sought from and their relationship to the candidate, as well as having a verification system for referees.
- The recruitment policy and procedure should be reviewed to ensure that it is in line with best practice guidance. management and staff should be aware of this policy and the importance of it being adhered to.

This is order to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011/210. Regulation 9 - Fitness of employees.

Timescale: Within one month of receipt of this report.

This requirement was made on 15 January 2019.

Action taken on previous requirement

Safer recruitment practices were followed. The recruitment policy had been reviewed, was in line with best practice and followed by management.

Met - within timescales

Requirement 3

To ensure the safety and wellbeing of children the provider must ensure that where there are concerns about a member of staff's conduct these are clearly monitored and documented. A policy and procedure should be developed to ensure it is clearly detailed how concerns about staff should be dealt with.

This is order to comply with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011/210. Regulation 15 - Staffing

Timescale: Within one month of receipt of this report.

This requirement was made on 15 January 2019.

Action taken on previous requirement

A whistleblowing policy had been written. All staff were aware of this and what they should do if they had a concern about another staff member. Management confidently told us what they would do if a concern was raised about a staff member.

Met - within timescales

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

Previous recommendations

Recommendation 1

There needs to be a clear focus on self-evaluation throughout the nursery. The systems already in place for self-evaluation need to be further developed to ensure continuous effective monitoring and improvement of the service.

National Care Standards for early education and childcare up to the age of 16 years. Standard 14 well managed service.

This recommendation was made on 15 January 2019.

Action taken on previous recommendation

There were now systems and processes in place to ensure that self-evaluation took place throughout the service. Staff were actively involved in the self evaluation of the service.

This recommendation has been met.

Complaints

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

Enforcement

No enforcement action has been taken against this care service since the last inspection.

Inspection and grading history

Date	Type	Gradings
29 Nov 2017	Unannounced	Care and support 3 - Adequate Environment 4 - Good Staffing 3 - Adequate Management and leadership 2 - Weak
21 Dec 2016	Unannounced	Care and support Not assessed Environment 4 - Good Staffing Not assessed Management and leadership 3 - Adequate
10 Dec 2014	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
9 Apr 2013	Unannounced	Care and support 4 - Good Environment 4 - Good Staffing 4 - Good Management and leadership 4 - Good
16 Jul 2012	Unannounced	Care and support 2 - Weak Environment 2 - Weak Staffing 3 - Adequate Management and leadership 3 - Adequate

Date	Type	Gradings	
29 Mar 2012	Re-grade	Care and support Environment Staffing Management and leadership	2 - Weak Not assessed Not assessed Not assessed
27 Mar 2012	Re-grade	Care and support Environment Staffing Management and leadership	Not assessed 2 - Weak Not assessed Not assessed
8 Dec 2011	Unannounced	Care and support Environment Staffing Management and leadership	Not assessed Not assessed 3 - Adequate Not assessed
13 May 2011	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 3 - Adequate 2 - Weak 4 - Good
14 Dec 2010	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate 2 - Weak 3 - Adequate Not assessed
23 Sep 2010	Unannounced	Care and support Environment Staffing Management and leadership	1 - Unsatisfactory 2 - Weak 2 - Weak 3 - Adequate
23 Mar 2010	Unannounced	Care and support Environment Staffing Management and leadership	3 - Adequate Not assessed Not assessed Not assessed
16 Feb 2010	Unannounced	Care and support Environment Staffing Management and leadership	1 - Unsatisfactory Not assessed Not assessed Not assessed

Date	Type	Gradings								
11 Nov 2009	Unannounced	<table border="0"> <tr> <td>Care and support</td> <td>1 - Unsatisfactory</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>Not assessed</td> </tr> </table>	Care and support	1 - Unsatisfactory	Environment	Not assessed	Staffing	Not assessed	Management and leadership	Not assessed
Care and support	1 - Unsatisfactory									
Environment	Not assessed									
Staffing	Not assessed									
Management and leadership	Not assessed									
21 Apr 2009	Unannounced	<table border="0"> <tr> <td>Care and support</td> <td>2 - Weak</td> </tr> <tr> <td>Environment</td> <td>3 - Adequate</td> </tr> <tr> <td>Staffing</td> <td>3 - Adequate</td> </tr> <tr> <td>Management and leadership</td> <td>3 - Adequate</td> </tr> </table>	Care and support	2 - Weak	Environment	3 - Adequate	Staffing	3 - Adequate	Management and leadership	3 - Adequate
Care and support	2 - Weak									
Environment	3 - Adequate									
Staffing	3 - Adequate									
Management and leadership	3 - Adequate									
28 Oct 2008	Unannounced	<table border="0"> <tr> <td>Care and support</td> <td>3 - Adequate</td> </tr> <tr> <td>Environment</td> <td>3 - Adequate</td> </tr> <tr> <td>Staffing</td> <td>3 - Adequate</td> </tr> <tr> <td>Management and leadership</td> <td>4 - Good</td> </tr> </table>	Care and support	3 - Adequate	Environment	3 - Adequate	Staffing	3 - Adequate	Management and leadership	4 - Good
Care and support	3 - Adequate									
Environment	3 - Adequate									
Staffing	3 - Adequate									
Management and leadership	4 - Good									

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