

2 July 2019

Dear Parent/Carer

In May 2019, a team of inspectors from Education Scotland and the Care Inspectorate visited Orchard Brae School and Nursery Class. During our visit, we talked to parents/carers, children and young people and worked closely with the headteacher and staff.

The inspection team found the following strengths in the school's work.

- Children and young people have benefited from a well-planned transition to their new nursery and school and have responded positively to the learning environment.
- The school has developed important partnerships with a range of professionals and organisations. These partnerships are benefiting children, young people and their families.
- Parents feel welcomed by staff and are proactive in supporting the work of the school and each other through workshops and events.

The following areas for improvement were identified and discussed with the headteacher and a representative from Aberdeen City Council.

- Senior leaders and staff should implement approaches to evaluating the work of the nursery and school that accurately identify what needs to be improved. All staff need to be more involved in school improvement.
- There is a need to increase planned learning opportunities to ensure there is high quality learning and teaching for all children and young people across the school and nursery.
- Review and develop curriculum frameworks in all subject areas, starting with literacy, numeracy and health wellbeing.
- There needs to be a greater focus on improving the wellbeing of all learners. Approaches to safeguarding and child protection need to be improved and follow education authority guidance.
- Raise attainment and achievement across the school and nursery and increase expectations of what children and young people can achieve.

We gathered evidence to enable us to evaluate the school's work using four quality indicators from [How good is our school? \(4th edition\)](#) and [How good is our early learning and childcare?](#) Quality indicators help schools, local authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers details of our evaluations to keep track of how well Scottish schools are doing.

Here are Education Scotland's evaluations for Orchard Brae School and Nursery Class

Quality indicators for the primary stages	Evaluation
Leadership of change	weak
Learning, teaching and assessment	unsatisfactory
Raising attainment and achievement	weak
Ensuring wellbeing, equality and inclusion	weak
Descriptions of the evaluations are available from: How good is our school? (4th edition), Appendix 3: The six-point scale	

Quality indicators for the nursery class	Evaluation
Leadership of change	weak
Learning, teaching and assessment	weak
Securing children's progress	satisfactory
Ensuring wellbeing, equality and inclusion	weak
Descriptions of the evaluations are available from: How good is our early learning and childcare? Appendix 1: The six-point scale	

Here are the Care Inspectorate's gradings for the nursery class

Care Inspectorate standards	Grade
Quality of care and support	weak
Quality of environment	weak
Quality of staffing	weak
Quality of management and leadership	weak

Requirements and recommendations made by Care Inspectorate for the nursery class

Requirements

Care and support-Requirement 1

To ensure children are safeguarded, the provider must ensure the manager and staff have the skills, knowledge and experience necessary to protect children from harm, appropriate for the role in which they are employed. To achieve this, the provider must ensure:

- The manager and staff are competent in and knowledgeable about national, local and the service's own child protection procedures and GIRFEC.
- The manager and staff are competent in completing chronologies and use these to assess the level of risk to children and that any identified action is taken timeously.
- Effective procedures to assess the manager and staff competency of child protection and GIRFEC are implemented and used on an ongoing basis.

By 20 May 2019.

This ensures care and support is consistent with the Health and Social Care Standards which state, 'I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.' (HSCS 3.20).

It also complies with Regulation 4 (1) (a) (Welfare of users), Regulation 7 (2) (c) (Fitness of managers) and Regulation 9 (2) (b) (Fitness of employees) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

The provider, manager and staff may find the following documents useful to support them in meeting this requirement:

<https://hub.careinspectorate.com/media/1280/national-guidance-for-child-protection-in-scotland-2014.pdf>

<https://hub.careinspectorate.com/media/1581/practice-guide-to-chronologies-2017.pdf>

Environment- Requirement 1

To ensure children's health and wellbeing, the provider must ensure the environment is relaxing, peaceful and free from intrusive noise and that children have enough physical space to meet their needs.

By 20 May 2019.

This is to ensure that care and support is consistent with the Health and Social Care Standards, which states, 'My environment is relaxed, welcoming, peaceful and free from avoidable and intrusive noise and smells.' (HSCS 5.18) and 'I have enough physical space to meet my needs and wishes.' (5.20)

It also complies with Regulation 10 (2) (b) (Fitness of Premises) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

Staffing-Requirement 1

To ensure children are kept safe and their health needs are met, the provider must ensure there are sufficient staff with a current paediatric first aid certificate working with each group of children at all times.

By 24 May 2019.

This ensures care and support is consistent with the Health and Social Care Standards which state 'I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.' (HSCS 3.14)

It also complies with Regulation 9 (2) (b) (Fitness of Employees) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

Management and leadership-Requirement 1

To ensure children are kept safe, their wellbeing needs are met and they received high quality early learning and childcare, the provider must ensure they comply with their conditions of registration.

By 6 May 2018.

This ensures care and support is consistent with the Health and Social Care Standard 4.23 which state 'I use a service and organisation that are well led and managed.'

It also complies with Section 64(1) (b) and (3) (Cancellation of Registration) of the Public Services Reform (Scotland) Act 2010.

Management and leadership-Requirement 2

To ensure children receive high quality early learning and childcare, are kept safe and their wellbeing needs are met, the provider must:

- implement a robust and effective quality assurance process.
- promote a culture of continuous improvement.

By 20 August 2019

This ensures that care and support is consistent with the Health and Social Care Standards which state, 'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes.' (HSCS 4.19).

It also complies with Regulation 3 (Principals) of the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011.

Recommendations

Care and support-Recommendation 1

To ensure children's health needs are met, the provider should ensure effective systems are in place to support the safe administration of medication.

This ensures that care and support is consistent with the Health and Social Care Standards which state, 'My care and support meets my needs and is right for me.' (HSCS 1.19)

The document Management of medication in day care of children and childminding services should be used to support this. This can be found at: <https://hub.careinspectorate.com>

Care and support-Recommendation 2

To support children's health and wellbeing, the provider should ensure children are presented with healthy snacks and are provided with opportunities to be independent according to their stage of development.

This ensures that care and support is consistent with the Health and Social Care Standards which state, 'I can choose suitably presented and healthy meals and snacks, including fresh fruit and vegetables, and participate in menu planning.' (HSCS 1.33)

'I am empowered and enabled to be as independent and as in control of my life as I want and can be.' (HSCS 2.2)

The guidance Setting the Table and Food Matters should be used to support this. These can be found at: <https://hub.careinspectorate.com>

Environment-Recommendation 1

To help keep children safe and well, the provider should ensure all blind cords are safely secured.

This ensures care and support is consistent with the Health and Social Care Standards which state, 'My environment is safe and secure.' (HSCS 5.17)

Environment-Recommendation 2

To ensure children are included and are supported to progress and achieve, the provider should ensure all children are able to access a range of experiences and resources which stimulate their curiosity, imagination and creativity.

This ensures that care and support is consistent with the Health and Social Care Standards 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)

Staffing-Recommendation 1

To ensure children are having fun and are involved in stimulating activities and experiences that will support their learning the provider should ensure staff engage in positive and supportive interactions.

This ensures care and support is consistent with the Health and Social Care Standards which state, 'I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.' (HSCS 3.14)

A more detailed document called Summarised Inspection Findings (SIF) will be available on the Education Scotland website at:

<https://education.gov.scot/inspection-reports/aberdeen-city/1004140>

What happens next?

As a result of our inspection findings we think that the school needs additional support and more time to make necessary improvements. We will liaise with Aberdeen City Council regarding the school's capacity to improve. We will return to carry out a further inspection of the school within three months of the publication of this letter. We will discuss with Aberdeen City Council the details of this inspection. When we return to inspect the school we will write to you as parents/carers informing you of the progress the school has made.

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HM Inspector

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Care Inspector