

How Good is our Care, Plan and Learning							
Improvement Outcomes What do we hope to achieve?	Measures of Success How will we know this has been achieved? <i>What evidence will we have?</i>	Actions Required What do we need to do?	Timescales	Resources Who and what is required? (including cost/fund)	R	A	G
<b>Requirement 1</b>							
Staff are knowledgeable about the individual care needs of children and this is used to keep children safe.	Children have detailed personal plans which contain the strategies needed to meet their care and learning needs.  Personal Plans will be fully implemented by the staff team, ensuring children receive consistent, high quality, personalised care which keeps them safe, nurturing and respected.	Timetable individual meetings with all nursery staff to review Personal Plans and Risk Assessments used to support children.  Minutes of daily briefing and staff meetings will be maintained to ensure information is available to all staff.	5 July 24	Locality Lead and Nursery Team			
	All Personal Plans will be shared with the Leadership Team for Quality Assurance.  All chronologies will be quality assured weekly by Nursery Leadership.  Minutes of weekly briefings will align with chronologies and SLT samples these weekly/monthly to quality assure.	Personal plans will be moderated by SLT to ensure they are robust and time will be protected for staff to familiarize themselves with these.  All staff will review Personal Plans of returners on the Inset Day and share strategies for key children. All staff will have allocated admin in the weekly planning and updates to plans/strategies will be shared with wider team through morning briefings.  Each child will have a chronology which tracks strategies identified to support their needs. These will be updated regularly and reviewed weekly to measure success or edited to better meet children's needs. Updates will be shared through daily briefings.	By end of August  26 August 24  By end of August	Nursery Team and Leadership Team  Nursery Team and Leadership Team  Nursery Team and Leadership Team			

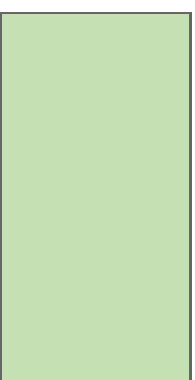
<p>Hazardous items are inaccessible to children.</p>	<p>Children will be protected from harm and hazardous items are safely stored.</p>	<p>Immediate audit of nursery to be carried out to ensure all hazardous items are out of reach of children.</p> <p>A rota will be in place to ensure the nursery toilet areas are checked every hour and regularly throughout the session.</p> <p>Health &amp; Safety will be the first item on all meeting agenda and a review of staff remits and responsibilities to ensure this is a priority for all will take place weekly at staff meetings. A record of all meetings will be kept</p> <p>Ongoing monitoring by senior staff will be in place to ensure standards are maintained.</p>	<p>By 30 May 2024</p> <p>By 31 May 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p>	<p>Nursery Team and Leadership Team</p> <p>Principal Teacher</p> <p>Nursery Leadership Team</p>	
<p>Staff supervise and support children effectively to prevent them coming to harm.</p>	<p>Children benefit from a safe learning environment and with a consistent approach at drop off/pick-up times.</p> <p>Daily checklists completed as part of the evaluation process for staff and children.</p> <p>Further consultation will all member of the nursery community will evidence impact along with daily monitoring by nursery leaders.</p>	<p>Zoning of nursery, supports effective deployment of staff to supervise and support children's safety. Daily safety evaluations will be modelled by LLO and supported by senior leaders to evaluate the nursery environment before children arrive.</p> <p>On arrival, children will participate in the risk assessment process with a member of the nursery staff.</p> <p>The sign-in sheet will be edited to allow easier record keeping where pupils have had sun cream applied at home. A daily record sheet will be maintained for repeated application and an allocated member of staff will be responsible for this.</p> <p>A new protocol for Drop off/Pick Up will be created with the nursery community which supports the monitoring of adults visiting the setting and the safety of children at these busy times.</p> <p>During warm weather a water station will be in place in the nursery garden to ensure children have access to water at all times. Staff will encourage and monitor children to ensure they are hydrated.</p>	<p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 3 June 2024</p>	<p>Locality Lead and Nursery Team</p> <p>Nursery Team and Children</p> <p>Nursery Team and Leadership Team</p> <p>Nursery Team and Leadership Team</p> <p>Nursery Team and Leadership Team</p>	
	<p>Coaching approaches have been used to improve staff confidence and competency in supporting children effectively.</p>	<p>This will be continued into next session using a combination of coaching, professional development sessions and learning walks both within the setting and in partnership with others. This will be incorporated within the Nursery Annual Calendar</p>	<p>By end of August 2024</p>	<p>Nursery Team and Leadership Team</p>	
<p>Children are well supervised and not left in play areas unattended.</p>	<p>Children will be safe and secure in their learning environment as staff are aware of staff</p>	<p>Door alarms will be used to alert staff to any children exiting the space.</p>	<p>By 5 July 2024</p> <p>5 July 2024</p>		

	deployment and safety expectations.	Radios will support the effective deployment of staff to allow for safe movement of children throughout the setting. Nursery leaders will monitor this on a daily basis.	By 5 July 2024	Nursery Team and Leadership Team	
	Children's understanding of safety will be supported by the development of a new nursery value and character.	Nursery values will be updated to introduce 'Safe' and involve the children in creating a character to support their understanding of safety and keeping safe in nursery.  Use of care Inspectorate improvement programs to support staff development. This will be planned within the Annual Calendar. <a href="#">Early learning and childcare improvement programme   Care Inspectorate Hub</a>	By end of Term 1 2024  By December 2024  By May 2025	Nursery Team and Leadership Team	
A plan is in place to monitor staff practice and further develop staff knowledge and skills to identify risks for children and act when needed	Nursery Annual Calendar will provide an overview of all training and staff development to ensure children needs are met.  All training will include a confidence survey for staff and will then feed into Leadership Quality Assurance to evaluate impact.	Individual coaching will take place for staff to enhance their awareness of monitoring all children by Locality Lead  A member of the nursery leadership team will quality assure all personal plans. This will include observing the impact of strategies to support children. This will be done through Learning Walks and observations.  CRD sessions with Wellbeing Team will increase staff understanding of behaviour as a form of communication, increase confidence in supporting children effectively and building an effective and supportive staff team.	By 5 July 2024  Sessions delivered on 30 April 2024 14 May 2024 4 June 2024	Locality Lead and Nursery Team  Karen Gebbie Smith (Trainer)	
	Nursery Annual Calendar will provide an overview of all training and staff development.	Training through Health and Safety colleagues of ACC will support staff to monitor groups of children in a wide space and assessing risk.  CRD sessions with Wellbeing Team will increase staff understanding of behaviour as a form of communication, increase confidence in supporting children effectively and building an effective and supportive staff team.	By end of Term 1 2024  By Sept/Oct 2024	Caroline Duguid and nursery Team  Karen Gebbie Smith (Trainer)	
<b>Requirement 2</b>					
Children's up-to-date care and support needs are included within their personal plan and staff use	Children have detailed personal plans which contain the strategies needed to meet their care and learning needs.	All Personal Plans updated in Term 4 with Key Worker meeting with family members.  Individual meetings scheduled with all nursery staff to review Personal Plans and Risk Assessments used to support children.	By 5 July 2024  By 5 July 2024	Nursery Team  Locality Lead and Nursery Team	

this information to provide effective support.	Record of meeting will be kept and signed off by all staff and SLT	Specialist staff from ASN service will provide coaching opportunities to ensure staff are effectively supporting children using identified strategies.	By 5 July 2024	ASN EYP and Nursery Team	
	Timetable of coaching sessions	Daily briefings will be in place to highlight changes to identified strategies for individual children.	By 5 July 2024	Nursery Leadership	
	Feedback from nursery community will measure impact of changes to ensure the meet the needs of children and families.	A new protocol for Drop off/Pick Up will be created with the nursery community to ensure a warm welcome is received by all visitors to the nursery and children are supported through this transition.	By 5 July 2024	Nursery Team and Leadership Team	
Quality Assurance by the Leadership team will ensure strategies continue to provide effective support for children an evolve with their needs.	Information within Personal Plan will be reviewed regularly with children, families, other professionals and relevant staff. Through this, appropriate next steps and strategies will be identified based on individual needs and reflect children’s choices and wishes.	Information within Personal Plan will be reviewed regularly with children, families, other professionals and relevant staff. Through this, appropriate next steps and strategies will be identified based on individual needs and reflect children’s choices and wishes.	By 19 August 24	Nursery Team and Leadership Team	
All personal plans will be signed off by a member of leadership to ensure consistency and, once written, are regularly reviewed throughout the session.	Next steps and strategies will be used by staff to ensure consistency and continuity for all children.	Next steps and strategies will be used by staff to ensure consistency and continuity for all children.	Weekly meetings commencing June 24	Nursery Team and Leadership Team	
Peer moderation both within the setting and with colleagues from across the authority.	Planned opportunities will be available for staff to moderate Personal Plan, both internally and across partner settings. In additions, staff swaps will be facilitated to allow professional development of the team specifically on implementing strategies effectively with children.	Planned opportunities will be available for staff to moderate Personal Plan, both internally and across partner settings. In additions, staff swaps will be facilitated to allow professional development of the team specifically on implementing strategies effectively with children.	By Term 2 and Term 4	Nursery Team and Leadership Team	
<u>Drop Off/Pick Up</u> Baseline information from sample of parents attending focus group.	<u>Drop off/Pick up</u> Parent Forum will be held to evaluate and improve the Pick-up and drop-off experience for children and families.	<u>Drop off/Pick up</u> Parent Forum will be held to evaluate and improve the Pick-up and drop-off experience for children and families.	By June 2024	SLT and families	
Feedback from parents, staff and children to refresh process	Discussion with children about their experience and suggestions for improvement will be facilitated.	Discussion with children about their experience and suggestions for improvement will be facilitated.	By June 2024	Nursery team and nursery children	
	Nursery handbook will be updated with new procedures and shared with families prior to the summer holidays	Nursery handbook will be updated with new procedures and shared with families prior to the summer holidays	By July 2024	All families, children and staff	
	Discussion with children about their experience: things that are going well and any further changes they would like to see.	Discussion with children about their experience: things that are going well and any further changes they would like to see.	September 2024	SLT and nursery Team	

	Evaluate impact or changes and consultation process	<p>Parent feedback form will be shared with all families</p> <p>SEYP and SLT will quality assure the experience through observation and professional discussion to highlight any further points for improvement. This will continue at the beginning of every term to ensure impact is sustained. Consultation with families and children will also be part of this process.</p>	<p>By September 2024</p> <p>QA procedures in September 24, November 24, January 25 and May 25</p>	Nursery Leadership Team	
Staff are well informed about the children attending and use this information to provide individualised and responsive care relevant to their needs.	<p>Children's needs will be understood by all staff and met on a daily basis.</p> <p>A log is kept to ensure all staff are well informed about children needs.</p> <p>Senior Leaders will monitor these daily/ weekly/ monthly through observations, to ensure they are up to date and used effectively.</p>	<p>Individual meetings with all nursery staff will take place to review Personal Plans and Risk Assessments used to support children.</p> <p>A one-page summary for every child will be accessible for all staff to ensure familiarity with children needs. This will also be used to brief relief staff about children's needs. Maintaining this record be the responsibility of the key worker and quality assured by the leadership team</p> <p>Induction checklists will be reviewed to ensure all new and relief members of staff have accessed relevant information</p>	<p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p>	<p>Locality Lead</p> <p>Principal Teacher and Nursery Team</p> <p>Nursery Leadership Team</p>	
Children are provided with warmth, comfort, and compassion	<p>Children will feel nurtured and cared for at all times within the nursery.</p> <p>A member of SLT will be at all pick-up and drop-off times to provide warm and nurturing interactions.</p> <p>Daily monitoring by leadership team through observations. Formal and Informal feedback from children and families will ensure the impact of nurturing interactions</p>	<p>Children will be given a warm welcome when they arrive in the morning and when they move between areas throughout the day.</p> <p>Nursery Staff will work and interact with children at their level and this will also modelled by SLT/Locality Lead/ASN EYP and staff provided with immediate feedback if required.</p> <p>Nursery Meetings will ensure expectations of staff are clear and individual discussions will take place where issues are observed and informal counselling introduced</p> <p>Additional comfort and care will be provided at moments of distress, if instigated by a child or if needed. Effective strategies will be shared at daily briefings e.g. supports provided to children struggling with the transition into nursery in the morning.</p> <p>Professional Development sessions will support staff to ensure this is embedded within all interactions moving forward.</p>	<p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By Term 4 2024/25</p>	<p>SLT and nursery Team</p> <p>SLT and nursery Team</p> <p>SLT and nursery Team</p> <p>Nursery Leadership Team</p> <p>Karen Gebbie Smith</p>	

	VIPs will be identified weekly and awarded to children who are displaying the nursery values.	V.I.P certificates will be awarded to children who demonstrate these values or caring and kindness in their daily interactions. Record of VIPs will be kept and photographs taken to celebrate winners	By 5 July 2024 and ongoing	Principal Teacher	
Children are well supported in their personal care including when going to the toilet and handwashing.	<p>Children care needs are understood by all staff and support strategies are recorded within their Personal Plan. Children feel supported at all times in nursery.</p> <p>Updates are shared through daily briefings</p> <p>Reminders are given in daily briefing and leaders observe this daily</p>	<p>Clear information will be recorded in children's Personal Plan to ensure staff are aware of their level of independence for toileting. This will be updated as children become more independent and information shared at the morning briefing/communication book so all staff are aware of changes.</p> <p>All staff will understand who requires additional support, what that looks like and how we are teaching the children the skills to become more independent. This information will be kept in the one-page guide.</p> <p>New staff/relief staff will be offered training and modelling to ensure they are aware of the correct support to provide for children.</p> <p>Handwashing will be prompted throughout the day by nursery staff who will monitor children to ensure this is done thoroughly. Tissues will be available for children throughout the setting</p>	<p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p>	<p>Nursery Team and Leadership Team</p> <p>Nursery Team and Leadership Team</p> <p>Nursery Team and Leadership Team</p> <p>Nursery Team and Leadership Team</p>	
<b>Requirement 3</b>					
Children are effectively supervised and supported by staff during meal and snack times.	<p>Children dietary requirements are clearly recorded and understood by all staff. Children feel supported during snack and mealtimes to develop their skills, to eat safely and to enjoy the experience.</p> <p>Daily observation by Leadership Team. This will be fed-back to staff as part of daily briefings or individually when required.</p>	<p>A new lunchtime protocol will be created to ensure children have an enjoyable and relaxed experience. Staff have been consulted on this along with ACC colleagues to identify a more successful routine.</p> <p>A member of staff will be at each lunch/snack table and individual children will have extra support if required. The server will ensure that all children know where to sit and tables are numbered to help this. The floating member of staff along with all lunch helpers will prompt and support children to wash hands before and after eating.</p> <p>Radios will be used to support safe movement of the children to and from mealtimes</p> <p>Staff deployment will support all children appropriately, ensuring those who require extra support receive this. Areas of the nursery will be closed to allow for safe management of lunchtime routines. A rota and deployment schedule will allow for this to be monitored.</p>	<p>By May 24</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p>	<p>Locality Lead, SLT and Nursery Team</p> <p>Principal Teacher and Nursery Team</p> <p>Locality Lead and Principal Teacher</p> <p>Principal Teacher and Nursery Team</p>	

<p>Meals and snacks are a time for supporting children's independence, skills and social development and learning.</p>	<p>Daily observation by Nursery Leadership Team. This will be fed-back to staff as part of daily briefings.</p> <p>Peer observations will support staff in developing their skills in effectively promoting key skills.</p>	<p>Staff will promote and model positive interaction while supporting pupils through this routine.</p> <p>Positive interaction between adults and children will support children's language and communication This will ensure children have opportunities to support the set-up of lunchtime, make choices about what they eat for lunch/snack and have opportunities to serve themselves.</p>	<p>By 5 July 2024</p> <p>By 5 July 2024</p> <p>By 5 July 2024</p>	<p>Principal Teacher and Nursery Team</p> <p>Principal Teacher and Nursery Team</p> <p>Principal Teacher and Nursery Team</p>	
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How Good is Our Setting							
Improvement Outcomes What do we hope to achieve?	Measures of Success How will we know this has been achieved? <i>What evidence will we have?</i>	Actions Required What do we need to do?	Timescales	Resources Who and what is required? (including cost/fund)	R	A	G
<b>Requirement 1</b>							
Children are effectively supervised and supported to wash hands following best practice guidance.	Children understand the routine of washing and feel supported by staff where they are still learning.  Senior staff will monitor this regularly throughout the nursery session.	All staff will support children with gently reminders to wash their hands when required and praise will be offered when this is done independently or when support is given to friends. Staff will ensure that children are follow best practice for handwashing and teaching them why it is important.  Handwashing will be included within intentional planning to develop this skill in children. Appropriate resourced will support children to understand why it is important.  Children's Personal Plans will include up to date information about any support they require with care/toileting routines and this will be known by the nursery team. Individual meetings will ensure this is the case.	5 July 2024  5 July 2024  5 July 2024	Nursery Team and SLT  Nursery Team and SLT  Nursery Team and SLT			
Toilets and hand wash facilities for children are clean, and in a presentable state for children to use.	Children are involved in evaluating their environment to ensure it is kept safe and clean. This is supported effectively by all staff.  Senior staff will monitor the use of this rota on a daily basis to ensure standards are maintained.	A staff rota will be used to ensure the toilet areas are checked regularly during the nursery session. When needed they will be cleaned thoroughly to ensure a safe environment for children. In addition to this, nursery staff will check these areas throughout the session to ensure any issues are identified quickly and addressed in a timely manner.  Any additional issues identified through SLT monitoring will be addressed immediately and staff updated both individually and through the team daily briefing	5 July 2024  5 July 2024	Nursery Team and SLT  Nursery Team and SLT			
Staff understand and implement safe and effective infection	Children access a clear and safe environment which is maintain by	All staff have refreshed their knowledge of the Care Inspectorate Infection Prevention and Control Policy as well as Danestone Nursery policy. Copies were sent to all individuals by email, a copy has been uploaded to the shared drive.	5 July 2024	Nursery Team and SLT			



<p>prevention and control practices.</p>	<p>staff throughout the session.</p> <p>Meeting led by SLT will confirm staff have refreshed their knowledge and have a clear understanding. Daily monitoring will further evidence this.</p> <p>A log is kept by nursery leadership to track which policy have been read and understood.</p>	<p>A hardcopy of Infection Control policies is kept in the nursery floor by the leadership team to ensure that new/relief staff are inducted with procedures and understand how to support children effectively.</p>	<p>5 July 2024</p>	<p>SLT</p>	
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