

Stompers Childcare Services LTD: Improvement Plan 2022/23

National Standard criteria and sub-criteria outcomes	Actions	Relevant Indicators/Measurable Targets (SMART)	Impact	Additional Resources	Timescale	Completed or Further Action Required
Criteria 1 Nurture and Support Sub-criteria 1.1 (Staffing)	A). Support staff to develop their skills in quality interactions.	ACC Early Years officer will provide practical in-house training for staff on quality interactions	Staff will be skilled and knowledgeable, and interactions of staff will improve outcomes for children		Meeting 26.08.2022	EYO observed in each of the rooms, feedback generated and received 29.08.2022
		Senior staff and Manager will observe staff interactions at least once a week and provide verbal/written feedback.	Feedback to staff will help develop confidence for staff resulting in children who feel safe and valued.	Quality Assurance Calendar in place to ensure timely audits are undertaken.	26.08.2022-05.09.2022	All senior staff's initial performance reviews completed, and target areas generated.
		Performance reviews for all staff will take place every 2 weeks for an 8-week period (then monthly)	Staff will have a clearer vision of expectations and target areas.			

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		Team Meetings will be undertaken on a fortnightly basis.	Staff will benefit from a clearer class vision and understanding of the routine, plans and strategies required to support children's needs.	Quality Assurance Calendar in place to ensure timely audits are undertaken.	22.08.2022	Dragonflies are completing the meeting targets.
		All staff will complete the new National Induction Programme	Staff will benefit from a full induction to ensure core aspects of the job are understood and expectations from both staffing and management support.	Management to familiarise themselves with the new national induction resource and role it out to all staff members.	Introduce the National Induction Resource 12.09.2022	Continuous.
Criteria 1 Nurture and Support Sub-criteria 1.1 (Staffing)	b) Effectively facilitate and extend children's play and learning (HSCS 3.14) (Quality framework 4.1)	Ensure all rooms have adequate resources to extend play opportunities. Improve layout of rooms with appropriate furniture and soft furnishings	Children will independently access learning opportunities. A deeper engagement and ownership of their classroom and learning journey.	Additional resources to be requested after evaluation.	Room evaluations to be completed by 16.09.2022	

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		<p>Encourage staff to be mindful and develop communication skills with children</p> <p>Encourage all staff to improve eye contact with children to improve and to engage a child's full attention</p> <p>Observe children at play to ensure the resources and space are age appropriate</p> <p>Provide additional resources to extend a child's play, creativity, and stimulation.</p> <p>Seniors will observe staff practice and provide written & verbal feedback to improve practice</p>	<p>Azilo training on observation, planning. To better understand the implications and benefits of a child centred approach.</p>	<p>All staff to be registered for the Azilo online training.</p>	<p>All staff to be registered by 30.09.2022</p>	
<p>Criteria 1 Nurture and Support Sub category 2</p>	<p>Ensure children's care, welfare and development needs are met by developing children's personal plans ensuring staff use these systems effectively</p>	<p>Purchase an online learning journey package (seesaw) and implement by September 2022</p> <p>Provide inhouse training for staff on how to effectively use the new system.</p>	<p>The online package will enable staff to record current daily routines and activities of children which can be shared immediately (online) with individual parents and as class activities.</p>	<p>Package to be researched, cost agreed.</p>	<p>Researched and information gathered by 31.08.2022</p>	<p>Package to be paid and implemented, alongside training by 30.09.2022</p>

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		Managers/Seniors to review monthly (add to QA Calendar			Quality Assurance calendar created and implemented by 11.07.2022	Management to evaluated and incorporate additional tasks as they arise.
		Provide in-house training for all staff on how to use care plans and chronologies. First meeting will be scheduled for 20.08.22 (Managers and senior staff to review and monitor)	Increased knowledge and skills of staff will ensure the needs of children are being met and reviewed regularly.		Q&A regarding care plans and chronologies done completed on 20.08.2022	Continuous monitoring and audit through quality assurance calendar.
		Re-establish room meetings for staff to discuss ongoing concerns, next steps, and routines of children.	All staff will have a deeper understanding of children's care plans and needs and will be able to ensure activities and opportunities are readily available for children to meet their full potential.		Weekly class staff meetings and monthly management seniors.	Continuous.

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		<p>Senior staff and practitioners should meet with families prior to nursery commencing to identify care plan needs and review dates</p> <p>Key worker groups will be established for all staff</p>	<p>Families will be meaningfully involved in their child's care plan and reviews and will have daily feedback from key workers</p>		<p>All About Me's introduced 12.09.2022</p> <p>Each room lead to delegate children to specific staff members as keyworkers</p>	<p>Updated every 6 months.</p> <p>Completed by 30.09.2022</p>
<p>Environment Sub criteria 1. (environment) My environment is safe and secure (HSCS 5.17)</p>	<p>Ensure that children experience an environment that is safe and clean.</p>	<p>Review the area for potential risks and take immediate action</p> <p>Clean areas that are visibly dirty</p> <p>Tidy the setting and remove items that cannot be effectively cleaned</p> <p>Implement an environment/maintenance audit to ensure all actions are timeously addressed.</p> <p>Make amendments to the cleaners job description to ensure all rooms are deep cleaned at least once a week.</p>			<p>Maintenance log to be used, priority logged.</p> <p>Domestic job description reallocated.</p> <p>Quality assurance calendar for maintenance manager.</p> <p>Domestic task list implemented to ensure all</p>	<p>30.06.2022</p> <p>04.07.2022</p> <p>22.08.2022</p> <p>25.07.2022</p>

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					critical areas are addressed.	
How good is our setting 1a HSCS (2.27)	Ensure all children experience an environment that is welcoming, well furnished, comfortable, and homely to support children to reach their full potential	<p>Reintroduce soft furnishings and natural resources in all rooms.</p> <p>Review room layout plans with staff and children and make changes accordingly.</p> <p>Purchase/implement cosy areas in all rooms</p> <p>Resource all areas with loose parts and homely items.</p>	Classroom areas established and furnished	Additional soft furnishings purchased for each classroom and the outdoors cosy areas and tepee areas.	.	<p>04.07.2022-15.07.2022</p> <p>04.07.2022-15.07.2022</p>

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		<p>Purchase resources including dens/cosy areas.</p> <p>Undertake regular room observations and provide verbal and written feedback to staff and seniors.</p> <p>Ensure staff do not move furniture, only resources</p>			<p>04.07.2022-15.07.2022</p> <p>12.09.2022-continuous</p>
<p>Environment Sub Criteria 1b (HSCS 2.27)</p>	<p>Ensure play spaces offer a range of resources and materials to effectively challenge and stimulate children and reflect their current interests and curiosities, both indoors and outdoors to enable</p>	<p>Ensure all rooms and areas have loose parts resources.</p> <p>Issue all rooms with the document “spaces and environments”</p> <p>Cover concrete baby area with artificial grass to improve safety</p> <p>Remove all baby garden plastic resources and upgrade with natural resources to improve</p>	<p>Managers & seniors Staff at team meetings</p> <p>July/Sept 2022 and ongoing with class budget of £100 per class All staff</p> <p>Seniors/Practitioners</p>		<p>July/Sept 2022 and ongoing with class budget of £100 per class</p>

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	children to direct their own play	<p>opportunities for children to direct their own play.</p> <p>Identify staff who will “champion areas inside and outside the nursery environment.</p> <p>Encourage staff to develop their skills and knowledge in loose parts play & outdoor play training.</p>				
<p>Criteria Sub-criteria (Self-evaluation and improvement) HSCS 4.19</p>	<p>1a) Implement robust audits to identify and action targets across the nursery</p> <p>1b. Effective plans are in place to develop and improve the nursery</p> <p>1c. There are effective staff monitoring systems in place for all staff</p>	<ul style="list-style-type: none"> Implement a management quality assurance calendar with delegated tasks for senior staff, in partnership with ACC to ensure all service checks are reviewed and monitored. Ensure parents have access to and are involved in the review of the nursery’s visions and 	<ul style="list-style-type: none"> Quality Assurance, including self-evaluation and improvement plans will drive the developments of the nursery and will lead to continuous improvements and influence change. Our strong, shared vision and values, 	<p>FF, GH</p> <p>FF, GH, Lisa, Kristen, Karen & Erin</p> <p>FF, GH, Lisa, Kristen, Karen, & Erin</p>		<p>BY 14.10.22</p> <p>From 26th Sept</p> <p>From 3RD Oct</p>

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	<p>and the setting as a whole with delegated support to all staff by their immediate seniors. To ensure children benefit from continuous improvement, with the nursery having robust and transparent quality assurance processes</p>	<p>values. The vision statements will be added to the nursery registration pack</p> <ul style="list-style-type: none"> • Staff will be issued with clear job descriptions, roles and responsibilities and their practice will be monitored by fortnightly performance reviews. • We will undertake regular team meetings to review, monitor and develop knowledge of skills and self-evaluation processes including (CI Action Plan, Quality Framework, Funding follows the Child) • Review and improve recruitment process consistent with current legislation (HGIOELC) • Monitor and respond to complaints promptly and inline with the Nursery Policy and procedures • Ensure all staff are registered with relevant 	<p>positively informs change</p>	<p>FF, GH, All staff FF, GH</p>		<p>When achievements are identified</p>
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		<p>agencies including SSSC, PVG</p> <p>All staff will be involved in the nursery self-evaluation and quality improvement process.</p>				
<p>Quality assurance and improvements are well led. HSCS 3.14</p>	<p>2. Ensure systems are in place for staff to be appropriately registered with a professional body to ensure staff are trained, competent, and skilled and are able to reflect on their practice and</p>	<p>All staff will be recruited in line with SSSC guidelines</p> <p>Managers will ensure all new staff follow SSSC registration guidance of within 6 months</p> <p>All new staff will be appointed using the national Induction Resource.</p>				

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	follow their professional and organisational codes	<p>Managers have registered as employers with SSSC and will receive notification of staff annual payments due/annual subscriptions with SSSC</p> <p>Staff SSSC registrations will be reviewed annually by managers</p>				
Quality assurance and improvements are well lead. HSCS 4.11	3. Ensure children are safe and the nursery is effectively managed by ensuring the required notifications are made to the Care Inspectorate to ensure children	<p>Managers will undertake a refresher course on SSSC Codes of practice.</p> <p>All new staff will be issued with SSSC Codes of practice</p> <p>Managers will report all notifications to Care Inspectorate</p>				

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	experience high quality care and support					
Quality assurance and improvements are well lead. (area for improvement 1)	Support children and families to be meaningfully involved in developing the nursery HSCS (4.7) I am actively encouraged to be	We have introduced an online learning journey system which allows parents to be actively involved in their child's learning. Parents will have opportunities to be involved in parent				

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	involved in improving the nursery I use.	<p>evenings, open days and other family events.</p> <p>All staff will promote family involvement by requesting input from families either through online social media platforms, questionnaires, seesaw etc.</p> <p>Staff from each room will undertake open day play sessions & feedback every two months to promote partnership working with families.</p>				
Quality assurance and improvements are well lead. (are for improvement 2)	Ensure managers have the skills and experience to carry out investigations to ensure children and families experience positive outcomes. (HSCS	<p>Managers will resume their own CPD Management training.</p> <p>Managers will identify all quality assurance tasks and develop a quality assurance calendar.</p>				

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	<p>4.23 I use a nursery that is well led and managed</p>	<p>Tasks and responsibilities detailed on the quality assurance calendar will be divided between the two managers.</p> <p>Both managers will be classified as managers and details will be updated on the CI Digital Portal</p> <p>Managers will work alongside the Area Manager to Review and monitor all tasks are being reached.</p> <p>Managers will provide a monthly report to the Area Manager.</p> <p>Managers will review and improve their CPD training on “how to carry out investigations. Thereafter writing a step-by-step Policy of how to conduct an investigation.</p>				
<p>Criteria Sun criteria 4.3 Staff deployment</p>	<p>1 (a) The management must review the skill mix</p>	<p>A recruitment drive has been implemented to attract new qualified, and experienced staff.</p>				

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(HSCS 3.14)	<p>of staff across the nursery. (b) clearly define roles and responsibilities for all staff, including management (c) review and make appropriate changes to staff deployment to improve experiences for children.</p>	<p>Staff incentives have been increased and include: 50% off childcare, 28 days annual leave, additional days annual leave for every year in employment (maximum 32) , day off for your birthday (If there are no absenteeism concerns), optional wellbeing officer support.</p> <p>Senior staff have reviewed staff qualifications and skills and have deployed staff accordingly to ensure qualified staffing in each room exceeds 75%.</p> <p>New job descriptions and performance reviews have been issued to all staff including Managers.</p> <p>Performance Reviews will take place every 2 weeks for an 8-week period then resume to monthly.</p>				
Staff Deployment 2.	Children are supported by staff	AS ABOVE.				

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HSCS 4.24	who have the skills and qualities to ensure that care and support is consistent with HSCS 3.14					
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(HSCS 4.24)	2 The recruitment of staff will be improved to meet the best practise and ensure children are safe and protected					
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