



**Walker Road School ELC Setting
Care Inspectorate Action Plan – August 2023**

How good is our care, play and learning?

1.1 Nurturing care and support

Area for Improvement	Action Required	Date for Completion	Desired Outcomes for Children	Evidence and Confirmed Completion
To provide high quality care and wellbeing of children, the provider should ensure staff:				
Develop their knowledge and understanding of positive behaviour strategies in supporting children.	1) Staff will engage in professional learning/dialogue to support them to understand and use positive behaviour strategies.	By end Sept 23 then ongoing	All children receive the support they require to reach their full potential.	In house training calendar to run alongside weekly staff meetings.
	2) Staff engagement with partners will enhance understanding of strategies to support positive behaviour. Partners will include Health Visitors, SALT, Autism Outreach, Educational and Psychologists.	By end Sept 23 then ongoing	Greater partnership with other professionals will support a more holistic view of children.	Meeting with Health Visitors to discuss individual children's needs 24/08/23. Agreed to reconvene before the end of term once children have settled and we have informative observations to share, and we can agree next steps.
			Agreed support strategies will be included in Personal Plans and use to support.	
3) There will be regular staff meetings with a focus on children's wellbeing and support strategies.	By end Aug 23 then ongoing	Children experience warm, caring and nurturing approaches which support their wellbeing.	Staff minutes recorded by SEPYP's.	
Have full and detailed information about strategies in place for individual children.	4) Ensure that children's personal plans include strategies to support their individual needs.	By end Sept 23 the ongoing	Personal Plans reflect the individual child and their support needs.	New Personal Plans document in place for start of school year. All staff have access to personal

				<p>plans through shared digital drive. Key workers are responsible for updating children's plans using the SHANNARI indicators and sharing support strategies with whole team.</p> <p>SEYP will audit personal plans as part of the QA calendar.</p>
	<p>5) Written guidance on support strategies and how to record these in children's plans will be available to staff members.</p>	<p>By end Sept 23</p>	<p>Effective information sharing will support consistency and continuity of care for every child.</p>	
<p>Use them consistently to provide continuity of support.</p>	<p>6) Strategies for individual children are known by all staff members as result of daily huddles and weekly staff meetings.</p>	<p>By end Sept 23 then ongoing</p>	<p>Children's individual needs and next steps are identified. Support strategies are then established.</p>	<p>Recording of huddles and meetings are available for staff to view on shared digital drive.</p>

How good is our care, play and learning?

1.3 Play and learning

Area for Improvement	Action Required	Date for Completion	Desired Outcomes for Children	Evidence and Confirmed Completion
To enable children to receive high quality care, play, learning and development opportunities, the provider, manager, and staff should ensure that staff have the knowledge and skills to:				
<p style="text-align: center;">Provide more challenge to children in their learning</p> <p style="text-align: center;">Extend and deepen children's learning further.</p>	<p>1) Staff will follow newly introduced learning and observation guidance when completing the planning cycle for learning contexts. This will provide:</p> <ul style="list-style-type: none"> • An improved learning environment is stimulating and promotes curiosity. • An increased focus on health and wellbeing, literacy and numeracy. • Opportunities for children to extend and deepen learning. <p>SEYPs and DHT to support staff and quality assure on an ongoing basis.</p>	By end Sept 23 then ongoing	Children have opportunities to lead their play and learning through a balance of spontaneous and planned experiences.	Ongoing display within setting to be updated as a working document followed by digital recording of planning in action.
	<p>2) Yearly overview for adult-initiated planning will be introduced to support practitioners to develop their understanding of the Early Level curriculum and Realising the Ambition.</p>	By end Aug 23	Children gain strong connections to their own and wider communities through their play and learning opportunities.	Yearly plan introduced to team for new school year. Ongoing digital recording of planning in action.

	<p>3) Colleagues will engage in professional dialogue and learning to support quality interaction with children. This will be a focus of staff monitoring which will inform the identification of training needs.</p>	<p>Ongoing</p>	<p>Effective use of questioning will extend children's thinking and their development of skills.</p>	
	<p>4) Daily small group session including 'Teddy Talk' will take place to increase the quality of interactions and to provide additional opportunities for challenge.</p>	<p>By end Sept 23 then ongoing</p>	<p>Children's learning experiences are enhanced and promote creativity and curiosity.</p>	<p>Children have been placed in to key groups with a designated keyworker. Planned teddy talks to be responsive to children's interests and yearly overview. Staff will use the time for responsive planning to deepen lifelong learning.</p>

How Good is Our Setting

2.2 Children experience high quality facilities

Area for Improvement	Action Required	Date for Completion	Desired Outcomes for Children	Evidence and Confirmed Completion
By Friday 21 July 2023, the provider must ensure that children are safe and protected from harm. To do this, the provider must at a minimum:				
Ensure that staff are knowledgeable and competent in assessing risks and take proactive approach to keep children safe from harm.	1) Throughout summer, morning only sessions allows for staff meetings every afternoon, one of the main focuses will be around the safety of children.	10/7/23	Children to be supported and kept safe from knowledgeable staff who are working collaboratively to ensure effective communication at all times.	Complete. Evidence of a focus on safety during staff meetings.
	2) Daily huddles will take place before and after sessions for staff discussion.	10/7/23		Complete. Huddles held daily throughout the summer period.
	3) Enhanced rota for staff will be implemented giving staff members areas of the room to oversee.	10/7/23		Complete. Fortnightly duties rota improved staff deployment.
	4) Senior staff will be on the floor observing and discussing with staff in the moment any issues around deployment.	10/7/23		Complete. Staff deployment improved as a result of guidance and support.
	5) SIMOA campaign will be revisited with staff individually and as a group reviewing practice notes around transition and exploration.	WB 31/7/23		Staff reflection on SIMOA in CI evidence folder.

	6) Team to undertake "role of the practitioner" and "personal plan" training.	WB 7/8/23		Group discussion notes in CI evidence folder.
	7) Thorough check undertaken of whole nursery for any hazardous items.	WB 19/6/23		Safety check list completed by staff and overseen by SEYP.

Ensure that children do not have access to potentially hazardous items.	8) Kitchen cabinets magnetic locked lock lowered and kitchen door and shelf built-in to prevent climbing.	WB 12/6/23	Children will be able to access an environment safe from any hazards.	Magnetic locks fitted to kitchen area cupboards by janitorial team. Magnetic keys stored on wall in kitchen area.
	9) Locks placed on doors leading off the nursery room.	WB 26/6/23		Locks are checked as part of daily safety check list. Staff team and visitors are reminded to use locks when entering or leaving room attached to nursery area.
	10) Room layout reviewed to make it clearer which areas are accessible to children and to make boundaries clear.	WB 10/7/23		Staff allocated learning bays which they are responsible to maintaining.
	11) Daily checklists implemented to have a written record that checks are completed – to be checked daily by seniors initially.	WB 31/7/23		Daily check list template in CI evidence folder
Ensure effective communication takes place between staff at all times to ensure that	12) Huddles at the beginning and end of the day to discuss plans for the day and any additional transitions.	WB 10/7/23	Children will be safe, in a more easily managed and secure space. This will allow for more direct	SEYP will lead huddle to encourage information sharing between team members.

children are never left unsupervised.	13) Morning only sessions utilising staff time in the afternoons for improved communication, team building and training.	WB 10/7/23	support to be available to children from the staff team and decrease the number of interruptions to play and learning.	Ongoing plan for summer – See evidence folder
	14) Room size / layout reduced so that staff are more suitably deployed, and it is easier for them to communicate.	WB 10/7/23		Children have responded to the reduced room layout with enthusiasm. Staff are allocated based areas and body positioning has been discussed.
Implement a system for management to monitor staff practice and deployment to ensure effective supervision of children at all times.	15) Additional layer of management support will be in place with DHT returning from maternity leave supporting with interaction and environment. HT will lead on QA systems with support from EY Team.	WB 26/6/23	Effective quality assurance systems and support to staff will allow for all round improvements to safety, staff practice and environments leading to better outcomes for children.	
	16) Regular time sample observation will be undertaken around staff deployment and more intensive staff practice observations following the return to work of the whole team.	WB 24/7/23		Time sample observations saved on CI teams drive.

How good is our leadership?

3.1 Quality assurance and improvement are led well

Area for Improvement	Action Required	Date for Completion	Desired Outcomes for Children	Evidence and Confirmed Completion
1. To improve positive outcomes for children and ensure their safety, wellbeing and learning, the provider, manager, and staff should:				
Ensure there is appropriate and effective leadership of the setting.	1) ELC management team is now established with the HT as Nursery Manager, two full-time SEYPs and with a DHT who will support the development of the environment to support children's learning.	By Aug 23	Children will experience a safe, supportive and stimulating ELC setting with the pace of improvement increasing.	
	2) All members of the Management Team will attend ACC ELC Leadership Training sessions.	Sept and Oct 23		
	3) Continue to work in effective partnership with the ACC Early Years Team.	Ongoing		
	4) SEYPs to engage in leadership and management coaching and mentoring sessions led by the HT.	By end Sept 23 then ongoing	Appropriate and effective leadership will improve the overall quality of the setting and children's experience.	
Implement effective plans for maintaining and improving the service,	5) Quality Assurance Calendar to be further developed and followed consistently throughout the session.	By end Aug 23 then ongoing	The service children and families experience will increase in consistency.	

including the use of effective self-evaluation processes, and quality assurance systems.	6) Staff deployment to be monitored fortnightly through time tracking observation.	By end Sept 23 then ongoing	The overall quality of children's learning and experience will improve.	
	7) Staff monitoring schedule to be implemented with regular 1-1 meetings to discuss feedback.	By end Sept 23 then ongoing		
Implement effective action planning to address areas of improvements addressed in this report within identified timescales.	8) Improvement plan to be very clear in terms of actions and timescales. The staff team will have ongoing engagement with self-evaluation and improvement activity. ELC Management Team and Locality Lead to regularly revisit the plan to review and ensure progress.	By end Aug 23 then ongoing	There is clear evidence of improvement in relation to all improvement priorities.	
2. In the interest of genuine partnership working the provider, manager and staff:				
Area for Improvement	Action Required	Date for Completion	Desired Outcomes for Children	Evidence and Confirmed Completion
Continue to build on the how they effectively involve children and families in the evaluation	1. Children and parents will contribute to the development of the vision, values and aims of the new Greyhope School and the relocation experience.	By end Oct 23	Children and their families will have a sense of involvement in the move to the new school and ELC setting.	

and improvement of the service.	2. The improvement plan will be displayed in a location where parents can view it. They will be encouraged to provide feedback on improvement activity and progress.	By end Sept 23	Parents will have a stronger understanding of improvement priorities which will support improved partnership and outcomes for children.	
	3. Staff will seek children's views about the nursery and their experience in the setting during keyworker and small group time.	Ongoing	Children's feedback will influence the day-to-date life and work of the setting.	
	4. Parents and other family members will spend time in the setting learning with children through scheduled opportunities such as 'stay and play'.	By end Aug 23 then ongoing	Children will benefit from their family members having a greater understanding of their learning and being more involved in this.	