



Edinburgh Early Years Standards & Quality Report Improvement Plan 2022-23



Name of Setting	Willow Den at Spartans
Context	<p>We are a fully outdoor setting located in North Edinburgh within Ainslie Park Stadium (Spartans CFA). We are an 18 place nursery for pre-school aged children and are accessed mainly by families living in the North Edinburgh area. This year we became partner providers with the City of Edinburgh Council and the 1140 hours are operational. We offer a fully outdoor experience all year round (50 weeks of the year). From 1st August 2022, our opening hours will be 8am-5pm (increased by 1hour), Monday – Thursday.</p> <p>It has been 6 months since opening in January 2022 and we have been embedding our core values into our practice. The Scottish Government COVID-19 guidance has played a huge part of how we have introduced and implemented new systems and routines within the nursery. The team have been keeping up to date with the current guidance, ensuring we are carefully planning our processes and reviewing our Living with Covid-19 procedures and risk assessments. Staff have been helping parents to follow our COVID operating procedures by providing signs and prompts around the site where necessary as well as being role models in their own practice.</p>

	<p>Our first cohort of children have now settled and are shaping the way we use the space. We have implemented our Self-evaluation for Self-improvement floorbook to document and reflect on our on-going journey to excellence. In May 2022, we held our first parents evening for our current families, Parent feedback from this has actively been used in the evaluation of our service.</p> <p>Our Willow Den at Spartans team is now complete as of June 2022, with our ELC staff team consisting of Nursery manager, Senior Early Years Outdoor Practitioner and 3 early years practitioners. We use bank so cover staff absences and currently have 5 Bank staff EYP's employed.</p> <p>Personal Care Plans have been adapted using the GIRFEC wellbeing indicators to ensure that we are providing the best support for each individual child, these are reviewed bi-annually with the parents and are a working document for staff to use to track the children's development. The ELC team have weekly team meetings to discuss individual children's needs and the general business of the week. Minutes for this are taken and relevant information is displayed in the Self-evaluation for self-improvement floorbook.</p> <p>We are yet to have our first Care Inspection and are ensuring that the staff team are familiar with the new CI – Quality framework and also have a clear understanding of the documents RtA, HGIOELC and The National Standard before this inspection.</p>
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Summary of Standards & Quality

How good is our Leadership, Management and Staffing?

HGIOELC-

1.3 Leadership of Change

CI: Quality Framework-

3.1 Quality assurance and improvements are well led

4.1 Staff skills, knowledge and values

Prompt questions:

- Is our vision ambitious and challenging?
- How well does our VVAs inform our daily practice?
- Are our children and families, meaningfully involved and influence change within our setting?
- How does our quality assurance and self-evaluation approaches support:
 - planning for continuous improvement?
 - enable staff to develop and improve through reflective practice?

• **Our Vision- Providing more opportunity for children to play, learn and thrive outdoors.**

- It can be a challenge to promote the benefits of outdoor play and learning.
- Resistance from parents who don't understand the benefits. Stay and plays have been a good tool for this.
- We promote inclusiveness (Eg providing waterproofs)

Our Aims

- Rewild Childhood.

Staff are passionate about outdoor play. We evaluate and change the environment frequently to provide challenge and curiosity in our space. Staff actively encourage children to look after the woodland space and have a shared understanding of the importance of sustainability.

- Improve Health

The team encourage physical play to its fullest and support children to achieve. SHANARRI wellbeing indicators are embedded in practice. This is evidenced on the floor with our SHANARRI wheel and within the children's care plans.

- A great place to work

Staff are all valued for their individual skills and qualities. ELC staff are involved in the wider plans of Willow Den, contributing to policy reviews and supporting new sites. Bank staff are used effectively to ensure continuity within the team. We hope to provide opportunities for staff to grow through the company.

	<ul style="list-style-type: none"> - Grow Willow Den <p>New site opening this year. ELC staff have been involved in the preparation and promotion. Team have been sharing ideas of greenspaces that they believe would be good places for an outdoor nursery to the senior management team.</p> <ul style="list-style-type: none"> ○ We gather feedback from parents through - <ul style="list-style-type: none"> - pick up/ drop offs - Question of the month, - Parents eve, - You said, we listened section in the newsletter. <p>Children are shaping the environment. (eg bigger sand pit, toilet tent) We ask the children's opinion on what they like/don't like in the environment and use this to influence meaningful change.</p> <p>Self-evaluation for self-improvement -</p> <ul style="list-style-type: none"> ○ Weekly team meetings – using this time to complete self-reflective tasks. ○ Implemented self-evaluation for self-improvement floorbook (Our journey to excellence!) ○ Using the challenge questions – maybe not as effectively as we should. ○ Staff in training (SVQ and PDA) ○ Staff review meetings – professional reflective discussions take place. ○ Open team – able to discuss improvement. Able to give and take honest, constructive criticism .
<p>Next Steps:</p> <ul style="list-style-type: none"> • <i>Promote Willow Den more in the North Edinburgh community (Family events/links with local organisations)</i> • <i>Quality Assurance calendar implemented for new academic year</i> • <i>Seek out training for inclusion and supporting children with ASL.</i> • <i>Use of self-evaluation floor book to support self-reflection</i> • <i>In house training for practical improvement (Storytelling, group times, assessment and planning)</i> 	

How good is our care, play and learning?

HGIOELC:

2.3 Learning, Teaching and Assessment

CI: Quality Framework:

1.3 Play and learning

Prompt questions:

- How well do we provide high quality, play, learning and development opportunities?
- Do we consider interactions, experiences and spaces when designing our learning environment?
- Is there a clear rationale for play and learning in our setting?
- Do our staff have a shared understanding of child centred, early years pedagogy?
- How are children empowered to be fully involved in planning for learning?
- How well do our staff gather information on children's progress to inform planning and improvement?

ELC team provide high quality experiences for children which support their individual needs and abilities, we know this because:

- Feedback from parents is positive about experiences. (Children happy when they go home).
- Staff respond to interests in the moment.
- Staff understand the importance of the balance of intentional and responsive planning.
- Child's voice – children happy to come in the morning. They tell us.
- Staff enable children in their play and learning. They Facilitate play to its fullest by promoting equity throughout the nursery.
- Staff observe children effectively to evaluate the interactions, experiences and spaces.
- Shared understanding of child led and risky play. Open discussions about why? And what are the risks/benefits.
- Floorbook is used to evidence the children's journey at Willow Den. The children are fully involved in this – they have ownership of their book!
- Reflection is important and takes place at the end of each day as well as social times to inform our planning.
- Discussions about individual children take place at meetings. This ensures effective communication when sharing information between staff.
- Family observations are completed regularly to monitor children's development.
- Personal care plans are used to review children's development.

Next Steps:

- Use of Leuven Scale in evaluating spaces.
- Planning in the moment - introducing focus children for effective observation of each child. Training on this for new staff needs to be organised.
- RtA - Using Interaction, Spaces and Experiences to influence change in our spaces.

How good are we at ensuring the best possible outcomes for all our children?

HGIOELC:

3.1 Ensuring Wellbeing, Equity and Inclusion

3.2 Securing Children's Progress

CI: Quality Framework:

1.1 Nurturing care and support

4.1 Staff skills, knowledge and values

Prompt questions:

- To what extent are *GIRFEC* principles reflected in the work of our setting?
- How well are our children nurtured and supported throughout their daily experiences?
- How well do staff support children's well-being through compassionate and responsive care?
- Are children's individual well-being benefiting from effective use of personal planning?
- How explicitly is the UNCRC rights of the child understood and embedded within our practice?
- How do we actively promote equity across all aspects of our work?
- How do we ensure that:
 - children are making good progress?
 - staff are aware of children's progress over time?
- How effectively do we share children's progress and achievements with families?

ELC team ensure that ALL children are nurtured and supported during their time at Willow Den. We do this by:

- Ensuring care plans are completed and reflective of the SHANARRI wellbeing indicators.
- Having a child-centred approach to settling new children.
- Taking time to speak to families and share information regularly.
- Working effectively with external agencies and health specialists. Implementing the Wellbeing Concern forms for children who need extra support.
- Ensuring children are treated as individuals.
- Ensuring children are listened to and have choice in their play and daily routines.
- Respecting the children's body autonomy.
- Talking about their feelings. Introduced feelings board and cards – encouraging children to name and understand their feelings.
- Ensuring that children who need extra support receive it!
- Having personal care plans in place – but these could be used more effectively.
- UNCRC – Informs our practice. Poster for information displayed.
- Ensuring all staff have Child Protection training.
- Regular discussions ad a team to ensure that all children are supported to thrive.

	<ul style="list-style-type: none">• Having staff who are intuitive to individual children’s abilities.• Adapting our level of support to make sure everyone can achieve their full potential.• Effective communication with parents through Famly. We share observations, posts, nursery information and feedback. Seasonal newsletters to inform parents of wider Willow Den news.		
Next Steps: <ul style="list-style-type: none">• Tracking children’s development through Care plans and observations effectively.• Our first transitions to p1 will happen next year. Staff will need to ensure we are supporting the children as much as we can during this time.• Transitions to other nurseries			
Summary of Quality Indicator Evaluations:			
Self-Evaluation of Quality Indicators: (6 Excellent,5 Very Good, 4- Good, 3 Satisfactory, 2 Weak, 1 Unsatisfactory)			
Care Inspection Evaluations (6 Excellent,5 Very Good, 4- Good, 3 Adequate, 2 Weak, 1 Unsatisfactory)			
Date of Inspection: Not Inspected yet			
1.3 Leadership of Change	4	Quality of Care & Support	
2.3 Learning, Teaching & Assessment	4	Quality of Environment	
3.1 Wellbeing, Equality & Inclusion	4	Quality of Management & Leadership	
3.2 Ensuring Children’s Progress	4	Quality of Staffing	

Renewal / Improvement Plan 2022-2023				
Action Plan # 1-Leadership, Management and Staffing			Overall Responsibility	ELC Manager
Priorities Identified:	<i>We want to ensure that good reflective practice is embedded at Willow Den. This should influence change for our on-going improvement.</i> <i>We want to ensure that local families know they have access to our nursery and build partnerships in the local area.</i>			
Outcomes:	<i>Children in our care are supported by practitioners who can confidently reflect, adapt and improve their practice.</i> <i>Children and families in the area have access to outdoor space which is local and familiar.</i>			
HGIOELC QIs: 1.3			Care Inspectorate QIs: 3.1 & 4.1	
Tasks- <i>Activities required to meet the outcome</i>	By Whom	Resources: Training, Guidance budget etc.	Time-line	Review and Impact of Progress
1. <i>Promote Willow Den more in the North Edinburgh community</i>	1. Manager/SM T/ELC staff 2. Manager	1. Links with local businesses/charities 2. Time to audit 3. Time, planning	1. Jan 2023 2. Aug 2022 3. Feb 2023 4. -	<i>Record on-going progress as the tasks are undertaken. This should not be filled in on submission of plans. It should be filled in on a regular basis providing evidence of progress and impact.</i>

<p>2. <i>Quality Assurance calendar implemented for new academic year</i></p> <p>3. <i>In house training to take place for practical improvement.</i></p> <p>4. <i>Continued use of self-evaluation floor book to support self-reflection.</i></p>	<p>3. All ELC staff</p> <p>4. All ELC staff</p>	<p>4. Time, guidance, training</p>		
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Action Plan # 2-Curriculum and Pedagogy			Overall Responsibility	ELC manager
Priorities Identified:	<i>We want to ensure that the rationale of our professional pedagogical approach is shared within the ELC team.</i>			
Outcomes:	<i>Children will thrive at Willow Den and will be encouraged to achieve to their fullest potential.</i>			
HGIOELC QIs: 2.3			Care Inspectorate QIs: 1.3	
Tasks- <i>Activities required to meet the outcome</i>	By Whom	Resources :Training,Guidance budget etc.	Time-line	Review and Impact of Progress
<ol style="list-style-type: none"> 1. Focused team meetings to happen regularly which will support the team to discuss and evaluate our pedagogy at Willow Den. 2. New documents/guidance shared within the ELC team to ensure we are keeping up to date with current good practice and legislation. 	<ol style="list-style-type: none"> 1. All ELC staff/managers 2. Manager 	<ol style="list-style-type: none"> 1. Training, Time, Guidance 2. Time 	<ol style="list-style-type: none"> 1. Feb 2023 2. Dec 2022 	<i>Record on-going progress as the tasks are undertaken. This should not be filled in on submission of plans. It should be filled in on a regular basis providing evidence of progress and impact.</i>

Action Plan # 3- Ensuring the best possible outcomes for our children?			Overall Responsibility	All ELC staff
Priorities Identified:	<i>We want children to have smooth transitions during their time at Willow Den. We want all children to thrive.</i>			
Outcomes:	<i>Children will be sensitively supported in their transition to primary 1. Children's learning and development will be tracked effectively.</i>			
HGIOELC QIs: 3.1 3.2			Care Inspectorate QIs: 1.1 4.1	
Tasks- <i>Activities required to meet the outcome</i>	By Whom	Resources: Training, Guidance budget etc.	Timeline	Review and Impact of Progress
<ol style="list-style-type: none"> 1. ELC team will regularly update and review care plans to reflect children's current needs, milestones and achievements. 2. Staff team will use guidance from City of Edinburgh Council to support children's transitions to Primary 1. 	<ol style="list-style-type: none"> 1. ELC staff 2. ELC staff 	<ol style="list-style-type: none"> 1. Time to complete plans, Guidance 2. Guidance. 		<i>Record on-going progress as the tasks are undertaken. This should not be filled in on submission of plans. It should be filled in on a regular basis providing evidence of progress and impact.</i>

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Insert and update from last sessions plan

Add your updated 3 year overview.

Area for Improvement	Year 1 2021-22	Year 2 2022-23	Year 3 2023-24	Comment
Growing our nursery's occupancy and our presence in the North Edinburgh community.	<i>Promoting our nursery and continuing to host stay and play sessions in the local area.</i>	<i>Gathering feedback from current and prospective families to find out local family's views and opinions of the service and how they think we can improve.</i>		
Working on embedding vision, values and aims into the setting and staff team	Implement our model for improvement. Introduce self-evaluation for self-improvement floorbook.	Continuing to use our self-evaluation for self-improvement floorbook to evidence our journey.		