

Name of setting: Co-operative Childcare

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Title: Specialist training to specifically meet the needs of children

Background detail

The EYFS states that 'Providers should take into account the number of children, staff and layout of premises to ensure that a paediatric first aider is able to respond to emergencies quickly'. This case study has been developed to help us to identify best practice of how settings manage this requirement within the sector.

The nursery

The Co-operative Childcare, Newburn was registered in 2005. It is situated in a purpose-built building serving the local community in the Newburn area of Newcastle-upon-Tyne. At its last Ofsted inspection it was designated as 'good'. There are three spacious rooms within the day nursery catering for the needs of the babies' right through to the pre-schoolers. The nursery provides full day care as well as funded early education for two, three and four year old children.

There is a large enclosed outdoor space which children are encouraged to use whenever they wish.

There are currently 124 children attending who are in the Early Years age group. It is open Monday to Friday for 52 weeks of the year from 7.30am until 6.30pm.

The nursery supports a number of children who speak English as an additional language and children with special educational needs and/or disabilities to support them. Staff are also trained in Makaton – a form of sign language that is used in the nursery to encourage communication and language.

Co-operative Childcare has staff trained in autism, behaviour management, epilepsy, tube feeding and special educational needs. All staff have regular supervision to check their competence. Staff are offered refresher training if they are not confident in any area of first aid. Staff update their training at different times and they share any updates in team meetings.



Managers monitor accident records and produce monthly reports on the appropriateness of any first aid that was given. Data is collected via a detailed bar chart system and includes details of the accident, who dealt with it and actions taken as a result. This clearly shows areas where the majority of accidents occur and staff explore the reasons for this as a team. Actions are put into place immediately to help prevent near misses. For example, sand has been placed around the climbing frame outdoors in muddy conditions to prevent slips, trips and falls.

Current arrangements in place

Co-operative Childcare employs 23 staff and all 22 staff working with the children are qualified with Paediatric First Aid. This ensures that there is always someone who can respond quickly that is qualified in Paediatric First Aid. A recently employed nursery chef is booked onto Paediatric First Aid training in March.

About the practice

Considerations and assessment, managing the risk and staff

There is always a senior member of staff on duty who is responsible for health and safety.

At Co-operative Childcare there is always someone with Paediatric First Aid working directly with the children who can respond to an emergency quickly. The staff can access a refresher course as required to update knowledge and build on confidence and updates are passed on at staff meetings. The refresher course is run by Newcastle City Council over a one day session to update providers on current practice and refresh their understanding in between the 3 yearly full Paediatric First Aid training. Company updates on main issues highlighted in the media, such as choking incidents, are regularly shared with all staff.

Ongoing development and funding

At Co-operative Childcare the cost for First Aid training is allocated within the annual staffing budgets. The Deputy Manager organises cover for the member of staff in training if this is necessary or arranges Saturday courses, providing staff with time off in lieu to be taken at a convenient time. Training is free and accessed through the local council (Newcastle City Council) who provide dates for training a year in advance. The training is available on weekends so staff can access this out of working hours. The training coordinator for the nursery then looks at this along side the training matrix and books all staff in prior to their certificate expiring. Following their training, staff feedback to and update the team during team meetings.

Maintaining Quality

Checks of ongoing confidence and understanding of staff



All staff complete evaluations of the training they have received and these evaluations are discussed in their 1:1 reviews. There is also monitoring of accident reports and how these have been completed in line with policies and procedures. Peer observations of colleagues dealing with accidents enable the identification of any support needed and the improvement of knowledge and skill.

Key points of good practice

- High levels of qualified staff
- Pre-set budgets for ongoing training
- Time to allow staff off for training
- Peer observations to identify specific support needs
- Monitoring and learning from accident reporting.

National Day Nurseries Association

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