



HAPPY LITTLE PEOPLE

Improvement Plan 2023-2025



INVESTOR IN PEOPLE

This improvement plan aims to achieve excellence through focussing on 3 main areas for development:

1. Staff Development

2. Encouraging Physical Play:

- a. Equipment Purchase
- b. Activity Programmes
- c. Holiday Programmes

3. Achieving Excellence Awards:

- a. SOSCN Quality Assurance Award (Renew)
- b. LGBT Charter (Renew)
- c. Investors in Young People Good Practice Award

4. Child Poverty – Supporting service users to ensure the best starts to lives and better futures for all

- a. Improve Environment
- b. Supporting Families
- c. ASL Support
- d. Vision and policy drivers for School Age Childcare Scotland

Action theme 1: Achieving Excellence through Staff Development			
Task	By who	By when	Progress indicator
1.1 Update the Training Needs Analysis to provide an environment that supports the professional development of all the staff, to ensure that a qualified dedicated professional workforce cares for all the services users.	Managers in partnership with all employees	Ongoing	Every staff member has the opportunity to maximize their professional development utilising all available resources Templates developed and agreed
1.2 Ensure that all staff files are regularly updated and include all their professional development requests Ensure that all employees hold the standard required certificates as well as the organisations preferred certificates. Follow ups are made regularly to ensure that any support, including financial support is requested to meet their requests were this is viable.	Dedicated task group	Ongoing	Organisations staff files are easily accessible and fulfill legislative requirements as well as giving a clear indication of the training that the staff have had access to and their evaluation of this training.
1.3 Regularly review and monitor staff development and actively seek funding were requested to support staffs own personal development.	Management - however all staff will be encouraged to source funding	Each term	
1.4 Network with other organizations including the childcare forum to access and influence training opportunities.	Management	As opportunities arise	Opportunities available
1.5 Training to support the organisations management and operations	All staff members	2023 and ongoing	Ensure all staff have access to training on databases, emails and spreadsheets. This will enable them to give parents financial

			information and also feel confident at updating the organisations everyday recording systems/ This training will support all staff members and enable them to communicate more freely with staff and parents through the email system and social media.
Appendix 1 – Chronological list Training opportunities and attendance. Appendix 2 – Impact analysis within the setting			

Action theme 2: Physical Play and Our World Outdoors			
Task	By who	By when	Progress indicator
2.1 Improving our environment indoors and outdoors to reflect an environment with opportunities to learn and promote a healthy lifestyle	All Managers and school headteachers	Ongoing	Apply for funding for all the play areas. Joined up working and thinking with the school will ensure the funding spent will be best used to meet the children's needs
2.2 Supporting families	All Managers	Reviewed each term	Encourage families to take up SAC funding to ensure that they have some free childcare if not the full amount of childcare paid for
2.3 First Aid – ensure all staff are training in first aid and are aware of the organisations policies and procedures for giving first aid and the reporting and recording of accidents.	All Managers	Each term or when new staff start	Certification and monitoring
2.4 Holiday programs devised to extend children's learning experience	All Managers and staff	March 2023 and reviewed prior to each holiday period	Holiday Programs
2.5 Challenging risk – Work in partnership with all users to support children to manage risk through play	All staff	Ongoing	Children's experiences are more varied and challenging – reflected in daily activities and holiday programs
Appendix 1 – Chronological list of training opportunities and attendance. Appendix 2 – Impact analysis within the setting Appendix 3 – Purchase Ledger	Managers	Ongoing	

Action theme 3: Achieving and celebrating Excellence Awards			
Task	By who	By when	Progress indicator
3.1 Achieve a Quality Assurance Award in all units through SOSCN - Every staff member being involved in working together through the units to provide evidence to achieve this award.	Managers in partnership with all employees	June 2025	Meeting the award criteria
3.2 Achieve a LGBT Charter Award - Involve all stakeholders in the process to ensure the service reflects equal opportunities and anti-discrimination.	Dedicated task group	June 2025	Meeting the award criteria
3.3. Achieve Investors in Young People Award – A Good Practice Award	Senior staff and young workers	December 2025	Meeting the award criteria
Appendix 4 – List of the units for the Quality Assurance Award. Appendix 5 – Impact analysis within the setting of the LGBT Charter Appendix 6 – Outcome of Investors in Young People Award and how we can support young employees			

Action theme 4: Child Poverty			
Task	By who	By when	Progress indicator
4.1 Establish a training program to ensure that all staff can promote activities that concentrate on providing physical play activities	All Managers	Ongoing	Certification
4.2 Purchase equipment that challenges children and encourages physical activity	All Managers and staff	Reviewed each term	New experiences and healthier choices
4.3 ASL support	All Managers	Each term or when new staff start	Monitoring the environment to ensure equality for all users. Accessed funding to support the services with higher levels of children needing support to ensure that there is a liaison worker who will work with the staff, children and their families.
4.4 Vision and policy drivers for School Age Childcare Scotland	All Managers and staff	Jan 2024	Everyone has an awareness of the future challenges of our service and what will be in place to support our services, families and the local community.
Appendix 1 – Child Poverty Scotland Act 2017 Appendix 2 – Every Child Every Chance: Tackling Child Poverty Delivery Plan 2018-2022 Appendix 3 – Best Start, Bright Futures: Tackling Child Poverty Appendix 4 – GIRFEC Appendix 5 – SIMOA Appendix 6– My world Outdoors			

Appendix 7 – Space to Grow Appendix 8 – Children’s Rights Legislation in Scotland Appendix 9 – Food Matters Appendix 10– Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings)			
--	--	--	--

GUIDANCE

This guidance underpins our practice and that of the setting. This is a brief overview of some of the guidance that applies to this improvement plan. Further information on each of the mentioned Acts and guidance can be found on the internet or on the Care Inspectorate Hub. The Hub is full of useful information that informs our practice and supports positive outcomes for children, families, staff and the wider community.

Child Poverty (Scotland) Act 2017

2017 asp 6

The Bill for this Act of the Scottish Parliament was passed by the Parliament on 8th November 2017 and received Royal Assent on 18th December 2017

An Act of the Scottish Parliament to set targets relating to the eradication of child poverty; to make provision about plans and reports relating to the targets; and to establish the Poverty and Inequality Commission and provide for its functions.

12030 targets

(1)The Scottish Ministers must ensure that the 2030 targets are met in the financial year beginning with 1 April 2030.

(2)The 2030 targets are that, of children living in households in Scotland—

- (a)less than 10% fall within section 3 (relative poverty),
- (b)less than 5% fall within section 4 (absolute poverty),
- (c)less than 5% fall within section 5 (combined low income and material deprivation),
- (d)less than 5% fall within section 6 (persistent poverty).

Every child, every chance: tackling child poverty delivery plan 2018-2022

This Tackling Child Poverty Delivery Plan is the first crucial step in our journey towards meeting the ambitious targets set out in the Child Poverty (Scotland) Act 2017. The Act is a landmark piece of legislation that clearly positions Scotland as leading in the UK on tackling child poverty. It is a clear statement of the Scottish Government's intent to eradicate child poverty and this first Delivery Plan, covering the period 2018-22, will make a real difference to children's lives.

Poverty is fundamentally about lack of income. That's why the targets in the Act focus primarily on income measures and why the majority of the actions set out in this Plan are aimed specifically at increasing family incomes or reducing costs. Action here will help children and families now. However, we will also do more to help families lessen the impacts of poverty and improve children's quality of life so that, ultimately, their life chances are improved. This will also help lower the risk that they themselves will be raising their own children in poverty in 2030.

Every part of government has a role in reducing child poverty and others need to play their full part too. That's why the Child Poverty (Scotland) Act also includes a local reporting duty, which will require local authorities and health boards to work together to report annually on what they are doing to tackle child poverty. We also want to ensure that everyone across Scotland has a stake in ending child poverty: this Plan's [Partnership Working](#) chapter explains how we're going to do just that.

Best Start, Bright Futures sets out how we will work together to deliver on Scotland's national mission to tackle child poverty. It is not solely a plan for the Scottish Government, it is a plan for all of Scotland, recognising the contribution all parts of society must make to deliver the change needed for children and families.

Successfully tackling child poverty requires our approach to evolve, to focus on outcomes rather than inputs, and to deliver evidence-informed wide ranging action across Scotland, which works together to wraparound and support families. It will

require the transformation of our economy, further investment in key infrastructure such as childcare and transport, and provision of the right high-quality support at the right time in order to help families to move out of poverty.

GIRFEC – Getting it right for every child

Getting it right for every child (GIRFEC) is our commitment to provide all children, young people and their families with the right support at the right time. This is so that every child and young person in Scotland can reach their full potential.

We want all children and young people to live in an equal society that enables them to flourish, to be treated with kindness, dignity and respect, and to have their rights upheld at all times.

Our ambition is to work together with children, young people, families, organisations and communities to make Scotland the best place to grow up. Through GIRFEC, everyone in Scotland can work together to build the scaffold of support children and young people need to grow up loved, safe and respected.

GIRFEC provides Scotland with a consistent framework and shared language for promoting, supporting, and safeguarding the wellbeing of children and young people. It is locally embedded and positively embraced by organisations, services and practitioners across Children's Services Planning Partnerships, with a focus on changing culture, systems and practice for the benefit of babies, infants, children, young people and their families.

SIMOA:

Safety – Be alert to all potential risks in your setting

Inspect – Look around and inspect the environment to make sure a child can't leave an area without staff or their parent/carer.

Monitor – Regularly check that all children are accounted for, particularly when they are outside, on outings or using transport.

Observe – Observe children and think about their feelings and emotional security – use these observations to support children to feel loved and secure.

Act – Assess to take action to keep children safe.

MY WORLD OUTDOORS

My World Outdoors set out our position on the risks to children from playing outdoors and addressed some of the myths that had built up regarding regulation. For example, services would assume that as the regulator we would not tolerate children taking part in risky activities such as climbing trees, cooking on real fires or playing near water. In fact the opposite is the case and for children's overall health and wellbeing we recognise that the benefits far outweigh the risks, which can be properly managed.

SPACE TO GROW:

indoor/outdoor settings

Guidance for creating high-quality experiences and opportunities for children in indoor/outdoor settings

Space to Grow: indoor/outdoor settings aims to maximise the positive experiences for children by encouraging providers to think innovatively and flexibly about design and about the impact the environment can have on the quality of a child's care, development, learning, health and wellbeing. Some settings, have been registered to take account of the outdoor space to

increase the number of places for children. In these settings account has been taken of the quality of the environment, children's use of indoor and outdoor space and the quality of opportunities and experiences for children. These settings are known as indoor/outdoor settings as described in [Early Learning and Childcare: Delivering High Quality Play and Learning Environments Outdoors Practice Note](#).

Children's Rights Legislation in Scotland

The Scottish Government wants Scotland to become the best place in the world for a child to grow up, with opportunities for all in Scotland to flourish. An integral part of that vision is the recognition of, respect for and promotion of children's human rights.

Children, young people and human rights are central to three of Scotland's national outcomes:

- We grow up loved, safe and respected so that we realise our full potential
- We are well educated, skilled and able to contribute to society
- We respect, protect and fulfil human rights and live free from discrimination

Getting It Right for Every Child (GIRFEC) is Scotland's approach to improving outcomes and wellbeing for all children and young people. It builds on, and is reflected in a wide range of policies and strategies including the Early Years Framework, Curriculum for Excellence and Better Health, Better Care.

The UN Convention on the Rights of the Child (UNCRC) is the internationally mandated, cross-government children's rights framework that informs each of these strategies and programmes. Part 1 of the Children and Young People (Scotland) Act 2014 places children's rights duties on Scottish Ministers and public authorities.

Firstly, however, in order to understand how the UNCRC applies to Scottish law and policy, we need to explore:

Human rights

- What we mean by 'human rights'

- International and European human rights frameworks
- Human rights in Scotland
- Children's rights
- What we mean by 'children's rights'
- The UN Convention on the Rights of the Child (UNCRC)
- Children's rights and the Scottish Government
- GIRFEC and the UNCRC

Food Matters: Nurturing happy healthy children

Food Matters shares Unicef's core message and vision: If a child receives the right nutrition and care at the start of their lives, they'll grow up healthy and strong – and there's no limit to what they can become. This aligns with Health and Social Care Standard 1.6: I get the most out of life because the people and organisation who support and care for me have an enabling attitude and believe in my potential.

Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings)

This document provides guidance on infection prevention and control for staff working within nurseries, day-care centres, playgroups, crèches, children's centres, childminders, after-school clubs and holiday clubs. This guidance should also be used by these staff involved in all outdoor activities for children.

Staff working with children in childcare settings have a 'duty of care' to provide a safe environment for children. Social Care and Social Work Improvement Scotland (known as the Care Inspectorate) was set up under the Scottish Public Services Reform (Scotland) Act 2010 ('the Act') to register and inspect all services regulated under the Act and replaced the Care Commission on 1 April 2011.

The Care Inspectorate must take account of the National Care Standards, 'Early education and childcare up to the age of 16 (revised September 2009)' when registering and regulating these service types (see section 7).