

12 March 2019

Dear Parent/Carer

In November 2018, a team of inspectors from Education Scotland and the Care Inspectorate visited Loudoun-Montgomery Primary School and Nursery Class. During our visit, we talked to parents/carers and children and worked closely with the headteacher and staff.

The inspection team found the following strengths in the school's work.

- The warm, welcoming, nurturing, happy, family atmosphere created by the headteacher and all staff in the school and nursery class.
- The polite, well-mannered children who are eager to engage in their learning.
- The partnership working across the school and the community.

The following areas for improvement were identified and discussed with the headteacher and a representative from North Ayrshire Council.

- Improve learning, teaching and assessment.
- Ensure appropriate processes and support are in place to improve outcomes for all children, in particular those with barriers to learning.
- Develop robust approaches to self-evaluation to identify areas for improvement. Develop strategic leadership and leadership at all levels to drive forward improvements at an increased pace of change.
- Raise attainment, focussing on developing planning, progressive pathways and an understanding of national standards through effective moderation.

We gathered evidence to enable us to evaluate the school's work using four quality indicators from [How good is our school? \(4<sup>th</sup> edition\)](#) and [How good is our early learning and childcare?](#) Quality indicators help schools, local authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers details of our evaluations to keep track of how well Scottish schools are doing.

## Here are Education Scotland's evaluations for Loudoun-Montgomery Primary School and Nursery Class

Quality indicators for the primary stages	Evaluation
<b>Leadership of change</b>	<b>weak</b>
<b>Learning, teaching and assessment</b>	<b>weak</b>
<b>Raising attainment and achievement</b>	<b>weak</b>
<b>Ensuring wellbeing, equality and inclusion</b>	<b>weak</b>
Descriptions of the evaluations are available from: <a href="#">How good is our school? (4<sup>th</sup> edition), Appendix 3: The six-point scale</a>	

Quality indicators for the nursery class	Evaluation
<b>Leadership of change</b>	<b>weak</b>
<b>Learning, teaching and assessment</b>	<b>satisfactory</b>
<b>Securing children's progress</b>	<b>satisfactory</b>
<b>Ensuring wellbeing, equality and inclusion</b>	<b>weak</b>
Descriptions of the evaluations are available from: <a href="#">How good is our early learning and childcare? Appendix 1: The six-point scale</a>	

## Here are the Care Inspectorate's gradings for the nursery class

Care Inspectorate standards	Grade
Quality of care and support	adequate
Quality of environment	good
Quality of staffing	adequate
Quality of management and leadership	adequate

### Requirements/recommendations made by Care Inspectorate for the nursery class

During the previous Care Inspectorate inspection, the setting had no requirements and no recommendations. As a result of this inspection, there is one requirement and four recommendations.

#### Requirement

- By 31 March 2019, the provider must ensure that child protection procedures are reviewed and updated to ensure the procedures are clear and accurate with regards to the responsibility of reporting of concerns. This is to comply with The Social Care and Social Work Improvement Scotland (Requirements for care services) Regulations 2011 SSI 2011/210 Regulation 4(1)(a) Welfare of Service Users, and to ensure care and support is consistent with the Health and Social Care Standards which state 'I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.' (HSCS 3.20).

#### Recommendations

- Management and staff should consistently and robustly ensure that personal plans for each child clearly set out how they meet individual's health, welfare and safety needs. The Personal Plans should show progression. The Personal Plan should be linked to the planning, tracking and assessment cycle. This is to ensure care and support is consistent with the Health and Social Care Standards which state 'My Personal Plan is right for me because it sets out how my needs will be met, as well as my wishes and choices.' (HSCS 1.15).
- In order that a consistent, effective and well recruited staff team cares for children, and their families, the provider should consider ways to include the nursery in the centralised recruitment process. This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'I can take part in recruiting and training people if possible' (HSCS 4.9) and 'I am confident that the people who support and care for me have been appropriately and safely recruited' (HSCS 4.24)
- In order that competent and well trained staff care for children in Loudoun-Montgomery Primary School Nursery, the provider should ensure that all staff have access to

continued professional development. A training needs analysis should be developed. This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.' (HSCS 3.14)

- In order to ensure that the nursery benefits from continuous improvement, the headteacher should develop rigorous and systematic monitoring and supervisory procedures for assessing and improving the nursery. Devolved and delegated leadership roles and responsibilities should be considered. This is to ensure care and support is consistent with the Health and Social Care Standards which state that 'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes.' (HSCS 4.19) and 'I use a service and organisation that are well led and managed.' (HCSC4.23)

A more detailed document called Summarised Inspection Findings (SIF) will be available on the Education Scotland website at:

<https://education.gov.scot/inspection-reports/north-ayrshire/8212120>

### What happens next?

As a result of our inspection findings we think that the school needs additional support and more time to make necessary improvements. We will liaise with North Ayrshire Council regarding the school's capacity to improve. We will return to carry out a further inspection of the school within one year of the publication of this letter. We will discuss with North Ayrshire Council the details of this inspection. When we return to inspect the school we will write to you as parents/carers informing you of the progress the school has made.

Carol Copstick  
HM Inspector

Katrina Magill  
Care Inspector