

# Fas Mor Day Care of Children

Bun-Sgoil Shleite  
Ferrindonald  
Teangue  
ISLE OF SKYE  
IV44 8RF

Telephone: 01471844326

**Type of inspection:**  
Unannounced

**Completed on:**  
1 October 2025

**Service provided by:**  
Fas Mor

**Service provider number:**  
SP2004936248

**Service no:**  
CS2003052372

## About the service

Fas Mor provides early learning and childcare for preschool age children as well as school age child care.

It is registered to provide a daycare of children service to a maximum of 26 children from birth to up to 12 years, of whom no more than 16 will be under three years and of whom no more than nine will be under two years at any one time.

Fas Mor is based in a demountable building located in the grounds of Bun-goil Shleite, Skye. The premises consists of two playrooms, cloakroom and toilet facilities. Access is by a secure entrance. There is a small enclosed outside play area for the use of the children. They are also able to access the school playground when it is not being used by the school.

## About the inspection

This was an unannounced follow up inspection which took place on Wednesday 1 October 2025. The inspection was carried out by one inspector from the Care Inspectorate. To prepare for the inspection we reviewed information about this service. This included previous inspection findings, registration information, information submitted by the service and intelligence gathered since the last inspection. In making our evaluations of the service we:

- spoke with children using the service
- spoke with staff and management
- observed practice and daily life
- reviewed documents.

## Key messages

- Children experienced nurturing care and support.
- Work had began to improve the quality of the information recorded in personal plans including meaningful observations and next steps.
- Children enjoyed relaxed, unhurried, sociable snack and meal times.
- Work had began to improve the environment. The playrooms were now more homely, cosy and welcoming.
- Improvements were still needed in relation to the outdoor area and the range of resources and experiences available to the children across the setting.
- Quality assurance processes need to be embedded to secure sustained improvements across the service.

## What the service has done to meet any requirements we made at or since the last inspection

### Requirements

#### Requirement 1

By 27 January 2025, to ensure each child receives appropriate care and support and their needs are met, the provider should ensure personal planning approaches improve so that they set out clearly how children's care and support needs will be met. This would include but not be limited to:

- Ensuring personal plans reflect children's current needs.
- Personal plans are reviewed, in conjunction with parents, at least every six months or sooner depending on the individual needs of the child.
- Ensure strategies of support for individual children are developed and implemented by staff.
- All staff are aware of and understand the information within the personal plans and use this to effectively meet each child's needs.
- Personal plans are easily available for staff whilst ensuring confidentiality is maintained.

This is to comply with Regulation 5(1)(2) – (Personal plans) of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210).

This is in order to ensure that care and support is consistent with the Health and Social Care Standards, which state that:

'My personal plan (sometimes referred to as a care 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).

**This requirement was made on 13 September 2024.**

## Action taken on previous requirement

As part of this inspection we looked at a sample of personal plans. Although some improvements had been made, children's overall wellbeing was not supported through effective use of personal planning. Some plans had not been fully completed and were not routinely reviewed with parents and carers.

It was not always clear if children had made any progression and whether next steps had been met. The service should ensure that personal plans are routinely reviewed, kept up to date and reflect children's current needs, wishes and choices.

**This requirement was not met and will be reinstated with a new timescale of 9 January 2026.**

## Not met

### Requirement 2

By 10 February 2025, the provider must ensure improved outcomes for children by implementing effective and robust quality assurance processes. To do this the provider must, at a minimum, ensure:

- a) The manager is supported to be able to undertake effective quality assurance.
- b) Staff are supported to develop their knowledge and understanding around self-evaluation processes and are involved in the systematic evaluation of their work and the work of the service.
- c) Clear and effective plans are in place for maintaining and improving the service.
- d) Regular and effective support and supervision for all staff is implemented.
- e) The manager effectively monitors the work of each member of staff and the service as a whole.
- f) Clear systems are in place for children and their families to provide feedback and to be actively involved in the evaluation of the service provided.

This is to comply with Regulation 3 Principles and Regulation 4(1)(a) Welfare of service users of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210).

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

**This requirement was made on 13 September 2024.**

## Action taken on previous requirement

Being a small service with staff vacancies had impacted on the pace of change and the introduction and implementation of effective systems of quality assurance.

Regular staff meetings had been introduced. These offered the manager and staff the opportunity to reflect on the service, identify improvements and how to implement them.

Following the previous inspection, the provider and the manager had circulated a questionnaire to families to involve them in the development of the outdoor area.

Further time was required for the systems of quality assurance to be fully embedded and for improvements to the service to continue to impact positively on outcomes for children.

**This requirement was not met and will be reinstated with a new timescale of 9 January 2026.**

**Not met**

### Requirement 3

By 27 January 2025, the provider must ensure children are safe and receive high quality experiences at all times.

To do this, the provider must, at a minimum, ensure that at all times staff with suitable skills, knowledge and experience are working in the nursery in such numbers as are appropriate for the health, welfare and safety of children. This is to comply with section eight of the Health and Social Care (Staffing) (Scotland) Act 2019.

This is in order to ensure that care and support is consistent with Health and Social Care Standards which state that:

'My needs are met by the right number of people' (HSCS 3.15).

And

'I experience high quality care and support base on relevant evidence, guidance and best practice' (HSCS 4.11).

**This requirement was made on 13 September 2024.**

#### Action taken on previous requirement

At the time of the inspection, there was one staff vacancy which was significant for a small service. As a consequence, the provider had capped the numbers of children able to attend at any given time to ensure that they adhered to their conditions of registration and to ensure the safety of the children in attendance. The manager explained that they continued to advertise the vacancy.

There was a reliance on unqualified bank staff to cover lunch breaks and afternoon sessions. We discussed with the provider and manager the need to prioritise training for staff to ensure children were safe and receiving high quality experiences at all times from staff with suitable skills, knowledge and experience.

**This requirement was not met and will be reinstated with a new timescale of 9 January 2026.**

**Not met**

## What the service has done to meet any areas for improvement we made at or since the last inspection

### Areas for improvement

#### Previous area for improvement 1

To promote children's continued learning, development and enjoyment, children should have access to a wide range of resources and experiences which are challenging and suitable to their individual interests and stages of development. There should be a sufficient amount of resources to enable children to make independent choices and engage in deep and meaningful play.

This is to ensure that care and support is consistent with the Health and Social Care Standards which state that:

'As a child, I can direct my own play and activities in the way that I choose, and freely access a wide range of experiences and resources suitable for my age and stage, which stimulate my natural curiosity, learning and creativity' (HSCS 2.27).

**This area for improvement was made on 13 September 2024.**

#### Action taken since then

Work had been started to improve the environment and the range of resources and experiences available to the children throughout the day. The main playroom was now brighter and there was a more homely feel. Good use had been made of soft furnishings and lighting to make the rooms feel more cosy. There were displays of the children's work in each of the playrooms. Resources in the rooms were better organised and more accessible to the children.

The provider and manager acknowledged that further work was still needed, especially outdoors, to extend the range of resources and experiences available to children which offered challenge and stimulated children's natural curiosity, play and learning.

This area for improvement has not been met.

#### Previous area for improvement 2

To support children to achieve, the provider should improve the approach and skills of staff in relation to planning for children's learning and tracking and monitoring their progress. Staff should be supported to develop their understanding of how to effectively observe and assess children's learning in order to plan quality learning experiences and meaningful next steps.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'I am supported to achieve my potential in education and employment if this is right for me' (HSCS 1.27).

**This area for improvement was made on 13 September 2024.**

**Action taken since then**

As part of the inspection, we reviewed a sample of children's personal plans, observations and next steps. We found that quality observations were not routinely being completed. Many contained only limited evaluation of children's progression and achievements, and did not include next steps.

The manager and staff should continue to be supported to develop their skills and understanding in relation to monitoring and tracking children's learning and progress. This would add value to the children's experience and ensure they are fully supported and challenged.

**This area for improvement has not been met and remains in place.**

**Previous area for improvement 3**

To enable all children to be cared for in an appropriate environment that meets their needs and supports them to reach their full potential, the manager and staff should review and improve both the indoor and outdoor environment. This should include, but is not limited to, providing children with an environment that is welcoming, comfortable and homely and appropriately resourced so that they are provided with sufficient opportunities to engage meaningfully with their play and learning environments.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that:

'If I experience care and support in a group, I experience a homely environment and can use a comfortable area with soft furnishings to relax' (HSCS 5.6).

And

'As a child, my social and physical skills, confidence, self-esteem and creativity are developed through a balance of organised and freely chosen extended play, including using open ended and natural materials' (HSCS 1.31).

**This area for improvement was made on 13 September 2024.**

**Action taken since then**

Since the last inspection visit, work had been completed to improve the environment. As stated previously, the playrooms were more homely, welcoming and cosy. Good use had been made of soft furnishings and lighting.

The provider and manager had circulated a questionnaire to families to encourage them to be involved in the development of the outdoor area.

**This area for improvement has been met.**

**Previous area for improvement 4**

The service should ensure that they have a clear and robust policy and procedure in relation to sleeping children which is in line with current sleep guidance.

This is in order to ensure that care and support is consistent with the Health and Social Care Standards which states that:

'I experience high quality care and support based on relevant evidence, guidance and best practice.' (HSCS 4.11)

**This area for improvement was made on 28 May 2025.**

## Action taken since then

Following the previous inspection, the manager and staff had reviewed and updated their policy and procedures in relation to sleeping children to support quality sleep in a safe, cosy and comfortable environment. The amendments made to the sleep policy reflected current best practice and had been shared with parents and carers.

Changes had also been made to the alcove area in the playroom used for sleeping children. The sleep area was now more calm and cosy. There were fairy lights and there was a curtain in place to separate the extended sleep area from the main playroom.

There was a clear system in place to monitor sleeping children to ensure their safety was not compromised.

This area for improvement has been met.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://www.careinspectorate.com).



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