

## Bearsden Before and After School Service Day Care of Children

Bearsden Ski Club  
Mosshead Primary School 95, Stockiemuir Avenue  
Bearsden  
Glasgow  
G61 3LZ

Telephone: 07867 455 061

**Type of inspection:**  
Unannounced

**Completed on:**  
4 November 2025

**Service provided by:**  
ScotNursing & Medical Services  
Limited

**Service provider number:**  
SP2011011689

**Service no:**  
CS2012313206

## About the service

Bearsden Before and After School Service has been registered with the Care Inspectorate since 24 March 2014. The service may offer care to a maximum of 40 primary school-age children in the morning and 45 primary school-age children in the afternoon. The service operates from 07:30 to 09:00 and 15:00 to 18:00, term time only. 92 children are registered with the service.

Bearsden Before and After School Service provides an out-of-school care service from the Bearsden Ski Club building located in Bearsden, East Dunbartonshire. Due to a fire which damaged parts of the building, the service is currently unable to use their designated playroom. They are presently using the café area. As well as the use of toilet facilities and a kitchen. Staff ensure that the children have time each day to play in the school playground.

## About the inspection

This service was subject to an Improvement Notice that was issued on 25 July 2024. All improvements have been met. For further details of this enforcement see the service's page on our website at [www.careinspectorate.com](http://www.careinspectorate.com).

This was an unannounced follow up inspection which took place on 4 November 2025. The inspection was carried out by two inspectors from the Care Inspectorate. The inspection focused on the requirements and areas for improvement made during the previous inspection which took place on 24 June 2025. We evaluated how the service had addressed these to improve outcomes for children. During this follow-up inspection, we increased the evaluation for all quality indicators to adequate because the service had made progress by building on key strengths.

As part of this inspection, we undertook a focus area. We have gathered specific information to help us understand more about how services support children's safety, wellbeing and engagement in their play and learning.

This included reviewing the following aspects:

- Staff deployment
- Safety of the physical environment, indoors and outdoors
- The quality of personal plans and how well children's needs are being met
- Children's engagement with the experiences provided in their setting

This information will be anonymised and analysed to help inform our future work with services.

## Key messages

- Improvement was evident in all areas made during the previous inspection. As a result, children's needs were being met. The service had made significant progress to comply with the four required improvements set out in our Improvement Notice issued to the provider on 22 July 2025.
- The manager and staff had improved their personal plans for all children registered with service.
- The manager and staff had improved the systems for the safe storage, recording and administration of medication.
- The provider had ensured all staff, including those undertaking the day-to-day management of the service, were registered with the appropriate regulatory body, such as the Scottish Social Services Council (SSSC).
- Staff had completed core training including child protection, first aid and infection prevention and control.
- The provider had assessed the current environment utilised by the out of school care to ensure it is safe and suitable for children's needs.
- Children now had access to a variety of resources that were suitable for the stage of development and reflected their current interests.

## From this inspection we evaluated this service as:

In evaluating quality, we use a six point scale where 1 is unsatisfactory and 6 is excellent

Leadership	3 - Satisfactory / Adequate
Children thrive and develop in quality spaces	3 - Satisfactory / Adequate
Children play and learn	3 - Satisfactory / Adequate
Children are supported to achieve	3 - Satisfactory / Adequate

Further details on the particular areas inspected are provided at the end of this report.

## Leadership 3 - Satisfactory / Adequate

### Leadership and management of resources

We have re-evaluated this quality indicator as adequate where strengths just outweighed the weaknesses.

We found that the service had made important improvements that helped both children and staff. The provider and new manager created an action plan to address the areas highlighted in our Improvement Notice from 22 July 2025. They completed the actions on time, and the service received a compliance letter on 4th November 2025.

A new manager had been appointed to the service which had positively impacted on the capacity for the service to improve. Clear leadership roles and responsibilities had been established which supported accountability and expectations that were understood by all staff. The new manager, with support from the team, was committed to driving and sustaining the developments. They worked closely with the team to support the delivery of high-quality practice. We found the changes had been made in line with current best practice guidance and national frameworks. This ensured well informed change positively impacted on outcomes for children.

The new manager had created a quality assurance process which included well timed monitoring of medication, personal plans, and staff continuous professional learning. This process, once fully embedded, should support sustained improvements and improve the quality of the service for children and staff.

### Staff skills, knowledge, values, and deployment

We have re-evaluated this quality indicator as adequate where strengths just outweighed the weaknesses.

Staff present on the days of inspection were friendly, approachable, and committed to improving the service. Staff told us about the wide range of training they had completed and the impact this had on their practice. Staff advised they had completed core training such as child protection, first aid, infection prevention and control, medication awareness and record keeping.

Staff also advised they had explored current best practice guidance in relation to medication, personal plans, self-evaluation, and improvement planning. Staff now had planned opportunities to meet as a team and discuss best practice guidance. These sessions helped build both individual and team knowledge. The team should continue to embed and sustain this practice to support robust continuous professional development underpinned by current legislation, quality frameworks, and best practice guidance.

The manager had now established a process for monitoring staff's registration with the relevant professional body for their role. We found all staff, including the new manager, were appropriately registered with Scottish Social Services Council (SSSC). Staff were aware of their responsibility to maintain their registration in line with their codes of practice. Staff also told us they were commencing training relevant to the conditions of their registration. Staff were enthusiastic about the new learning opportunity and motivated to share any new skills and knowledge with the team. This approach will support the continued development of a high-quality service for children and families.

**Children thrive and develop in quality spaces****3 - Satisfactory / Adequate****Children experience high quality spaces**

We have re-evaluated this quality indicator as adequate where strengths just outweighed the weaknesses.

The service had made significant improvements to safety measures within the environment. Gaps that had been identified at our last inspection had been reviewed and mitigation measures established. The service had introduced a secure entry and exit procedures, that staff and families were confident in. The café room utilised was now secure which ensured children's safety and the security gate was now in use. The service had linked with the ski centre reception staff who now monitored any visitors arriving at the setting.

The service had made improvements to the café room currently utilised for the out of school care. The team has rearranged larger furniture to create more open spaces, allowing children increased opportunities to engage in play at tables or on floor mats. We found the space was now more inviting to children. The provider had progressed an alternative venue for the out of school care which would provide a safe, secure, and more suitable environment for school aged children. The service was currently planning the move to the new venue.

Staff in partnership with the children, had reviewed older resources and ordered new toys and equipment that was suitable for children's stage of development and linked to their current interests. This included open ended materials. The resource cupboard was now organised to allow children to self-select toys and resources they wanted to play with. This change meant staff were now able to plan more meaningful play-based experiences to spark children's interests and curiosities at the setting.

**Children play and learn****3 - Satisfactory / Adequate****Playing, learning, and developing**

We have re-evaluated this quality indicator as adequate where strengths just outweighed the weaknesses.

Children's play experiences had improved in the service. We observed children having fun and fully engaged in play and leisure activities available. Children benefited from a broader range of play experiences each day as there was a balance of adult initiative and child led. Staff were responsive to children's ideas and requests, introducing new resources or games at appropriate times. This approach extended children's thinking without directing their play. A library with bean bags was now available for children to access to read and relax when they choose to. This supported children's emotional wellbeing and ability to self-regulate.

Children could make informed choices about their play, and their voices were now effectively captured in the service's floorbook. Children, in partnership, with staff recorded new ideas and requests for activities they would like to try at the service. This approach allowed children to be meaningfully involved in leading their play. The service should continue to develop this process, in collaboration with children, to support an effective child centred planning cycle.

The range and depth of experiences and resources had improved in the setting supporting a higher quality of play for children. Staff had adapted the space available in the café to enable more toys and resources to be set out to spark children's imaginations and creativity. We found staff sat with children engaging in experiences to enrich their play and support friendships.

### Nurturing care

We have re-evaluated this quality indicator as adequate where strengths just outweighed the weaknesses.

Children were happy and having fun with their friends in the out of school care. Staff interactions were kind, patient, and compassionate, fostering secure and trusting relationships. Staff actively listened to children and responded to their requests and ideas, promoting a rights-respecting approach in the service. The team had introduced helper roles to enable older children to welcome and support younger children at the setting. These opportunities positively impacted on the outcomes for all children at the out of school care.

Significant improvements had been made to the management of medication and health needs in the service. Children with health or dietary requirements were now easily identifiable. Medication was now safely stored within individual labelled boxes. The manager had improved the systems for recording, administering, and auditing of medication, in line with best practice guidance. This ensured medication was stored and administered safely, effectively supporting children's health and wellbeing in the service. The manager should continue with plans to regularly audit medication procedures and associated documentation to ensure that recent improvements are maintained and embedded into practice.

Significant improvements had been made to personal plans in the service. All children now had individual personal plans that identified their health, wellbeing, and safety needs linked to the SHANARRI (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included) wellbeing indicators. This enabled staff to deliver tailored support that met children's individual needs. Personal plans were reviewed by parents and monitored by the manager to ensure information was accurate and up to date. The manager and staff should continue to embed new personal plan paperwork to support children to achieve their self-identified next steps at the setting. The manager should continue to audit personal plans to ensure they are updated in response to any changing needs of children attending.

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

### Requirements

#### Requirement 1

By 30 September 2025, the provider must ensure children experience high quality facilities that support children to play and rest in an environment that is safe, secure and is well maintained. The provider and manager must, at a minimum;

- a) Review the entry and exits within the building to ensure they are always safe and secure.
- b) Implement robust risk assessments to support a safe environment for children when accessing the out of school care facilities.

This is to comply with Regulation 10 (2)(a)(d) (fitness of premises) of the Social care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI2011/210).

This is to ensure that care and support is consistent with the Health and Social Care Standards which state that: 'I experience an environment that is well looked after with clean, tidy and well- maintained premises, furnishings and equipment' (HSCS 5.22). 'My environment is secure and safe' (HSCS 5.17).

**This requirement was made on 13 August 2025.**

#### Action taken on previous requirement

We were satisfied with the progress made by the service for this requirement. We have reported on this under section 'Children thrive and develop in quality spaces'.

**Met - within timescales**

## 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 support children's play and learning, management and staff should look at creating an environment that inspires children's imagination, curiosity and creativity. Management and staff, in partnership with children, should review and improve the resources available to ensure they are developmentally appropriate -

and present the appropriate level of challenge for children of all ages.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) 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 August 2025.**

#### Action taken since then

We were satisfied with the progress the service had made. We have reported on this under sections 'Children thrive and develop in quality spaces' and 'Children play and learn'

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).



## Detailed evaluations

Leadership	3 - Satisfactory / Adequate
Leadership and management of staff and resources	3 - Satisfactory / Adequate
Staff skills, knowledge, values and deployment	3 - Satisfactory / Adequate
Children thrive and develop in quality spaces	3 - Satisfactory / Adequate
Children experience high quality spaces	3 - Satisfactory / Adequate
Children play and learn	3 - Satisfactory / Adequate
Playing, learning and developing	3 - Satisfactory / Adequate
Children are supported to achieve	3 - Satisfactory / Adequate
Nurturing care and support	3 - Satisfactory / Adequate

## To find out more

This inspection report is published by the Care Inspectorate. You can download this report and others from our website.

Care services in Scotland cannot operate unless they are registered with the Care Inspectorate. We inspect, award grades and help services to improve. We also investigate complaints about care services and can take action when things aren't good enough.

Please get in touch with us if you would like more information or have any concerns about a care service.

You can also read more about our work online at [www.careinspectorate.com](http://www.careinspectorate.com)

## Contact us

Care Inspectorate  
Compass House  
11 Riverside Drive  
Dundee  
DD1 4NY

[enquiries@careinspectorate.com](mailto:enquiries@careinspectorate.com)

0345 600 9527

Find us on Facebook

Twitter: @careinspect

## Other languages and formats

This report is available in other languages and formats on request.

Tha am foillseachadh seo ri fhaighinn ann an cruthannan is cànan eile ma nithear iartras.

অনুরোধসাপেক্ষে এই প্রকাশনাটি অন্য ফরম্যাট এবং অন্যান্য ভাষায় পাওয়া যায়।

یہ اشاعت درخواست کرنے پر دیگر شکلوں اور دیگر زبانوں میں فراہم کی جاسکتی ہے۔

ਬੇਨਤੀ 'ਤੇ ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਹੋਰ ਰੂਪਾਂ ਅਤੇ ਹੋਰਨਾਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲਬਧ ਹੈ।

هذه الوثيقة متوفرة بلغات ونماذج أخرى عند الطلب

本出版品有其他格式和其他語言備索。

Na życzenie niniejsza publikacja dostępna jest także w innych formatach oraz językach.