

Flora Stevenson After School Club Day Care of Children

Flora Stevenson Primary School
175 Comely Bank Road
Edinburgh
EH4 1BG

Telephone: 01313328045

Type of inspection:
Unannounced

Completed on:
28 November 2025

Service provided by:
Flora Stevenson After School Club

Service provider number:
SP2003002910

Service no:
CS2003012008

About the service

Flora Stevenson After School Club is registered to provide a care service during term time, to a maximum of 80 children at any one time who currently attend primary school. During school holidays the service may be provided to a maximum of 48 primary school aged children at any one time of whom no more than five are in the transition between nursery and primary one.

The service operates from Flora Stevenson Primary School and is situated in the dining hall. This is a bright and spacious environment with direct access to the playground. Children have access to toilets just outside the dining hall and in the school building.

About the inspection

This was an unannounced follow up inspection which took place on Wednesday 26 November 2025 between 14:45 and 18:00. We returned to the service on Friday 28 November 2025 between 07:45 and 10:00. The inspection was carried out by one inspector from the Care Inspectorate.

The follow up inspection focused on the requirements and areas for improvement made during the previous inspection which took place between Tuesday 19 August 2025 and Thursday 21 August 2025. During this follow up inspection, we evaluated how the service had addressed the requirements and areas for improvement to improve outcomes for children.

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 and one carer onsite
- spoke with staff, management and a representative from the committee
- observed practice and children's experiences
- reviewed documents.

Key messages

Improvement was evident in the two requirements made at the last inspection.

Children's medication and health care needs were more effectively managed. However, to ensure continued progress, an area for improvement was made to address some outstanding issues.

Children's safety and wellbeing was protected as recruitment practices had improved.

Two areas for improvement were met in relation to the management of the outdoor space and staff deployment. As a result, children's safety in the outdoors was supported.

Three areas for improvement were unmet. To support children's wellbeing, improvements should be made to personal planning approaches, the snack time experience and in relation to quality assurance processes.

Children are supported to achieve

Quality Indicator: Nurturing care and support

Overall, children's health and wellbeing was supported through improved medication and health care planning arrangements. As a result, the requirement made at the previous inspection was met.

Required medication was present for children and there was a system to ensure children who self-carried medication had this with them. Overall, medication and health care records reflected children's needs, symptoms and the actions staff should take. However, to further support children's wellbeing, the service needed to revisit good practice guidance to ensure it was consistently understood and implemented (see area for improvement 1).

We report on the progress of the requirement further within requirement 1 in, 'What the service has done to meet any requirements we made at or since the last inspection'.

Areas for improvement

1. To ensure children's medication and health care needs are safely and effectively managed, the provider should strengthen practices and procedures to consistently align with current good practice guidance.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'Any treatment or intervention that I experience is safe and effective' (HSCS 1.24); and '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 is to ensure practice, procedures and staff knowledge is consistent with the Care Inspectorate document, 'Management of medication in daycare of children and childminding services' (Care Inspectorate, Edited: July 2025).

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

Requirements

Requirement 1

By 16 October 2025, the provider must ensure children are safe through the effective management of their medication and health care needs.

To do this the provider must, at a minimum:

- a) Ensure all required medication is available for children when they are present in the service.
- b) Ensure medication and health care planning records are accurate and reflective of children's individual needs and medications, including outlining the appropriate actions staff should take to manage children's symptoms.
- c) Ensure all staff understand children's health and medication needs and know how to respond quickly and safely.
- d) Ensure practice aligns with current guidance, 'Management of medication in daycare of children and childminding services' (Care Inspectorate, Edited in July 2025).

This is to comply with regulation 4 (1) (a) and regulation 5 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 Health and Social Care Standards (HSCS) which state that: 'Any treatment or intervention that I experience is safe and effective' (HSCS 1.24); and '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 25 August 2025.

Action taken on previous requirement

The management of children's medication and health care arrangements had improved. Required medication was present for children and there was a system to ensure children who self-carried medication had this with them. As a result, children's health, safety and wellbeing was more effectively supported.

Overall, medication and health care records reflected children's needs, symptoms and the actions staff should take. An overview sheet helped staff confirm who was attending and what support they needed. However, to promote consistency the service should further strengthen the approach to recording information and implementing procedures. For a few children, the information recorded on medication and health care records had not been updated with recent changes. For a few others, the information differed to what was recorded on the consent form from parents. We discussed how inconsistent information had the potential to lead to confusion and negatively affect the care provided. Further quality assurance checks were needed to ensure all children's information was consistently accurate and representative of their needs and the actions staff should take. In partnership with parents, the service should ensure advice is sought from the child's GP or pharmacist should any discrepancies or issues arise. This would include seeking clarity for stepped approaches and ensuring any additional doses of medication are provided to the service as required.

The staff and management team's knowledge of children's needs, symptoms and the actions needed had improved. There were systems in place to aid the sharing of information across the staff team. For example, regular meetings and the daily overview sheets meant staff could access and revisit the information needed. As a result, children's health and wellbeing was better supported. Moving forward, the service should continue to ensure systems and procedures fully support staff knowledge and aid the safe delivery of children's care. For example, ensuring information is updated promptly when there are any changes to medication or required actions.

Overall, the improvements made meant practice and procedures were more aligned with the Care Inspectorate guidance, 'Management of medication in daycare of children and childminding services' (Care Inspectorate, Edited: July 2025). However, to further support children's wellbeing, the service should revisit this guidance to ensure it is consistently understood and implemented. For example, the service should ensure reviews of medication and health care information are completed every three months as instructed in the guidance. Also, the service should refer to this guidance in relation to the storage of medication to ensure it can be accessed quickly when needed.

As a result of positive improvements, this requirement had been met. To ensure continued progress, an area for improvement has been made to address the aspects of practice that require further development, (see area for improvement 1 in, 'Children are supported to achieve').

Met - within timescales

Requirement 2

By 31 October 2025, the provider must ensure children are protected through the safe and effective management of staff recruitment and professional registrations.

To do this the provider must, at a minimum:

- a) Ensure recruitment procedures are aligned with good practice guidance, 'Safer Recruitment Through Better Recruitment' (Care Inspectorate and Scottish Social Services Council (SSSC), September 2023).
- b) Revisit current staff information and ensure all staff have been recruited in line with safe recruitment processes, including, requesting accurate and appropriate references relating to a person's suitability to work in a specified role.

c) Ensure all staff appropriately gain and maintain their professional registration with a relevant professional body.

d) Develop and implement effective quality assurance processes to support and monitor the professional registrations of staff.

This is to comply with section 7(1)(a) of the Health and Care (Staffing) (Scotland) Act 2019.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which states that: 'I am confident that people who support and care for me have been appropriately and safely recruited' (HSCS 4.24).

This requirement was made on 25 August 2025.

Action taken on previous requirement

Children's safety and wellbeing was supported as recruitment procedures had improved to align with good practice guidance, 'Safer Recruitment Through Better Recruitment' (Care Inspectorate and Scottish Social Services Council (SSSC), September 2023).

Following the inspection, the service implemented fit person checks and obtained references for new staff before they began employment. The service also reviewed and addressed gaps in previous recruitment processes. This enabled the service to complete retrospective checks on existing staff. These actions collectively enhanced the safety and wellbeing of children. Moving forward, the provider should ensure robust and effective recruitment procedures continue to be implemented.

Children's safety and wellbeing was promoted as the provider took action to ensure new and existing staff were supported to register with an appropriate professional body, such as the Scottish Social Services Council (SSSC). An overview log was introduced to track recruitment and professional registrations, but further development was needed to ensure effective quality assurance. For example, the provider should ensure the management team accurately record dates and information to aid and maintain safe and compliant recruitment and registration practices. Further quality assurance work should be undertaken in line with area for improvement 4, (within 'What the service has done to meet any areas for improvement we made at or since the last inspection').

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 wellbeing and development, the provider should develop and strengthen personal planning approaches. This is to ensure personal plans reflect children's needs, set out how their individual needs will be met and reflect good practice guidance including in relation to reviews and updates.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which states 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 area for improvement was made on 25 August 2025.

Action taken since then

Progress with personal planning approaches was limited. Some children's plans contained clear strategies that supported staff to provide sensitive care. However, most plans were not reviewed within expected timescales. As a result, information was outdated and did not effectively reflect children's needs, wishes, or choices.

While the service had addressed issues with medication and health care planning, effective personal planning was not in place for all children. Moving forward, the provider should strengthen personal planning approaches so that staff fully understand each child's needs and can support their wellbeing and development.

This area for improvement has not been met.

Previous area for improvement 2

To support children's wellbeing and develop life skills, the provider should ensure mealtime routines are improved so children have a relaxed, social and engaging experience.

This should include but not be limited to;

- a) improving the routine to minimise how long children have to wait during handwashing and the serving of food
- b) providing greater opportunities for children to be involved in the planning and preparation of snacks
- c) ensuring staff consider the social experience of snack and provide opportunities for children to engage in conversations during mealtimes.

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

'I take part in daily routines, such as setting up activities and mealtimes, if this is what I want' (HSCS 2.21);
and

'I can enjoy unhurried snack and meal times in as relaxed an atmosphere as possible' (HSCS 1.35).

This area for improvement was made on 25 August 2025.

Action taken since then

The quality of children's snack experiences still needed to improve. There had been limited progress in relation to supporting children to have relaxed, engaging experiences. For example, children still had to wait extended periods to wash their hands and collect their food. Children told us they got bored waiting and felt having a more flexible snack routine would be better. Snack options remained limited. For example, children were offered fruit and crackers. However, there was no additional spread, and they often ate food without a plate. This did not create a nurturing experience or ensure snacks were nutritionally balanced. Additionally, children had limited opportunities to influence snack choices or take part in food preparation. This meant there were missed opportunities for them to develop independence and practical skills.

Staff practice during the snack experience had not improved. Although staff supervised children, they did not actively engage in conversation or use these times as an opportunity to build relationships. As a result, the routine often felt noisy and lacked a nurturing atmosphere.

Improvements should be made to the snack experience to support children's wellbeing and promote important life skills.

This area for improvement had not been met.

Previous area for improvement 3

To support children's safety and enhance play experiences, the provider should improve the management of the outdoor play space.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'My environment is secure and safe' (HSCS 5.17).

This area for improvement was made on 25 August 2025.

Action taken since then

The management of the outdoor space had improved as additional measures had been introduced. All children including the oldest children wore high visibility vests, which allowed staff to see where they were playing. Staff had designated areas, which enabled them to monitor the space more effectively. Staff shared how they had worked with children to help them understand the boundaries and aid the management of the space. This supported children's safety and promoted a sense of responsibility for children.

Observations showed that the space was more effectively managed by staff. This helped to secure children's safety.

This area for improvement had been met.

Previous area for improvement 4

To ensure gaps in practice and procedures are improved and to enhance outcomes for children, the provider should ensure that effective quality assurance processes are developed and embedded to ensure the service stay up to date with current practice and make improvements to key areas of practice.

This should include but not be limited to:

- a) ensuring current best practice guidance and national frameworks are used to guide practice, assess the quality of the service and inform improvements
- b) embedding planned monitoring processes to ensure gaps in practice, processes and procedures are identified and addressed.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which states that: 'I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes' (HSCS 4.19).

This area for improvement was made on 25 August 2025.

Action taken since then

Quality assurance processes remained inconsistent and in the early stages of development. While some improvements had been made to medication arrangements and safer recruitment practices, more work was needed to ensure quality assurance consistently supported positive outcomes for children. For example, snack experiences and personal planning approaches still needed to improve. The provider should ensure the development and implementation of effective quality assurance processes. This is to ensure practice and procedures align with current guidance and to enable the service to make improvements to key areas of practice.

This area for improvement had not been met.

Previous area for improvement 5

To ensure staff can fully meet children's safety and engagement needs, the service should improve staff deployment and decision making within the outdoor space.

This is to ensure that care and support is consistent with the Health and Social Care Standards (HSCS) which state that: 'My environment is secure and safe' (HSCS 5.17) and 'My needs are met by the right number of people' (HSCS 3.15).

This area for improvement was made on 25 August 2025.

Action taken since then

Staff deployment and decision making in the outdoor space had improved. As a result, children's safety was supported as staff had improved sightlines. Staff were more aware of their positioning, enabling them to provide greater levels of engagement to children. Staff were alert to children's movements and needs, responding appropriately to them when needed.

This area for improvement had 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.

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