

# Cadder Out Of School Service

## Day Care of Children

Cadder Primary School  
60 Herma Street  
Glasgow  
G23 5AR

Telephone: 01419 466 569

**Type of inspection:**  
Unannounced

**Completed on:**  
6 January 2026

**Service provided by:**  
The Committee Cadder Out Of School  
Service

**Service provider number:**  
SP2003001280

**Service no:**  
CS2003005921

## About the service

Cadder Out of School Service operates from Cadder Primary School in the north of Glasgow. The service is registered to provide a care service to a maximum of 50 children from primary school age to second year of secondary school. The service operates during term time after school and during school holidays. At the time of this follow up inspection 16 children were in attendance.

The service has a separate, secure entrance from the school. Children have access to a dedicated playroom space, school gym hall, nurture room and large, secure playground. The service is located close to schools, transport routes, shops and community services.

## About the inspection

This was an unannounced follow up inspection which took place on 6 January 2026. This inspection was to follow up on a requirement and area for improvement made at our previous inspection on 9 and 10 July 2025.

The inspection was carried out by two inspectors 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 one parent
- spoke with staff and the business manager
- observed practice and staff interactions with children
- reviewed documents.

## Key messages

- The setting had been unable to secure a permanent manager to lead the service since the last inspection.
- Quality assurance processes had been improved which had contributed to positive outcomes for children.
- Children were relaxed, confident and engaged in a variety of activities.
- Staff were kind and caring in their interactions with children.

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

## Requirements

### Requirement 1

1. By 30 November 2025, the provider must ensure improved outcomes for children by recruiting a suitably qualified manager to lead the service. To do this, the provider must, at a minimum:

- a) safely recruit a qualified manager for the service
- b) notify the Care Inspectorate of a change of manager.

This is to comply with Regulation 7 (2) (d) and 17 (1) (c) of the Social Care and Social work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210) and section 7 (1) (b) 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 state that:

"I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow professional and organisational codes. (HSCS 3.14)

**This requirement was made on 12 August 2025.**

### Action taken on previous requirement

Since the last inspection the provider had been following safer recruitment guidance and had been actively trying to recruit a suitably qualified childcare manager for the service. The position had been advertised and interviews scheduled. However these attempts to recruit had been unsuccessful. The provider had experienced ongoing challenges with recruiting a manager with appropriate qualifications for the role and at the time of our follow up inspection the post was still vacant .

We stressed the importance of continuing to seek the appointment of a suitably qualified manager to lead the service and promote high quality care, support and experiences for children and families.

We were satisfied that in the interim some management arrangements were in place to support the safe care of children. This included a business manager temporarily leading the service and children receiving care from staff who knew them well

This requirement had not been met and we have agreed an extension until 31 May 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

1. To ensure that children experience consistently positive outcomes, the manager should develop and implement systematic quality assurance processes. This should include but is not limited to, developing a monitoring calendar.

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

"I experience high quality care and support based on relevant evidence, guidance and best practice" (HSCS4.11).

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

This area for improvement was made on 12 August 2025.

#### Action taken since then

Improvements had been made to quality assistance processes. A monitoring calendar had been developed and supported monthly audits of key aspects of the service. This included areas such as, personal plans, accidents and incidents.

This systematic approach to quality assurance had led to some improvements. For example children's personal plans were being routinely reviewed and updated. This meant staff had the most up to date information they needed to care for children and meet their individual needs on an ongoing basis.

Therefore we were satisfied 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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