

# Seamab

## Care Home Service

Kinross

**Type of inspection:**  
Unannounced

**Completed on:**  
22 January 2026

**Service provided by:**  
Seamab

**Service provider number:**  
SP2003002135

**Service no:**  
CS2016352925

## About the service

Seamab is an independent charitable organisation, administered by the Board of Trustees of Seamab. The service provides care homes for a maximum of 15 children and young people, both male and female, aged five to 18 years, experiencing severe social, emotional and behavioural difficulties. Referrals are made from across Scotland. Children and young people live in three bungalows, each with five single bedrooms, two bathrooms, two public rooms and separate staff facilities, set in private woodland, a five minute drive from Seamab School. The bungalows are named:

- Whitewisp caring for a maximum of five children or young people
- Blairdenon caring for a maximum of five children or young people
- Dumyat caring for a maximum of five children or young people

Children who are accommodated in the homes attend or have attended Seamab School. On admission to the homes children are no older than 13 years of age.

## About the inspection

This was an unannounced inspection which took place on 20 January 2026 between 11:00 and 19:00, 21 January 2026 between 09:00 and 19:00 and 22 January 2026 between 08:30 and 16:30. 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 12 children;
- spoke with three parents
- spoke with 17 staff, including managers, care staff, therapy staff and maintenance;
- spoke with two members of the Board of Trustees;
- spoke with one external professional and considered responses to questionnaires
- observed practice, the environment and daily life; and
- reviewed documents.

**Key messages**

- Leaders had worked hard to address the requirements and areas for improvement from the last inspection
- Staff retention had greatly improved resulting in better consistency in relationships for children.
- Children had fun
- Staff were confident in their interactions with children
- The therapeutic team provided added value to childrens progress and staff development
- The environment was used to full potential to provide opportunities for children to explore and take appropriate risks
- Further development work was needed to help staff write SMART objectives.

**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

How well do we support children and young people's rights and wellbeing?	5 - Very Good
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Further details on the particular areas inspected are provided at the end of this report.

## How well do we support children and young people's rights and wellbeing?

5 - Very Good

We found significant strengths in aspects of the care provided and how these supported positive outcomes for children/people, therefore we evaluated key question 7 as very good.

Children felt emotionally and physically safe. Understandably, at times this fluctuated with peer fallout and, at times fall outs, with staff. The children reflected that there was always an opportunity to resolve this.

Staff were confident in supporting children based on improved risk assessments and we saw some examples of creative approaches to manage behaviours. There was recognition of appropriate age and stage behaviours and space to test boundaries appropriately.

Support was also provided from external advocacy services such as 'Who Cares' and through local authority advocacy arrangements. Care staff and the therapeutic team also provided advocacy for children. Effective consideration was given to ensuring all children had access to a trusted adult.

At the last inspection we identified concerns around Child protections processes. At this inspection we found that children were better protected by improved policy, recording and training, resulting in increased awareness for staff. However, we reminded managers of the need for continual effective oversight to ensure that all protection matters are identified and responded to appropriately.

The therapeutic team offered increased value to children's outcomes. This was also reflected in a more stable staff team who benefitted from increased understanding of the therapeutic roles and credible strategies to help children progress. Increased staff reflection coupled by the PACE (Playfulness, Acceptance, Curiosity and Empathy) methodology ensured that staff were fully aware of the effects of trauma on children and the impact of adult responses.

The services approach to reducing incidents and restrictive practices was reflected in oversight and analysis and willingness to think of alternative strategies to manage behaviour.

The environment was used really well to offer children access to positive risk taking and we saw children involved in natural play, through appropriate relaxed supervision based on risk assessment and understanding of the children's capabilities. The houses were homely and children's spaces were personalised to suit their tastes and interests. Personal care was managed sensitively and respectfully.

Children had increased opportunities through the improved staffing models in the houses. They had fun, making memories with each other and the staff. Children were encouraged to identify their interests and every effort was made to accommodate their requests.

Children had access to appropriate health care, they were active and engaged in physical activity. Medication was managed and administered effectively.

"Having your say" forms and participation folders evidenced good efforts to gauge the views and wishes of the children.

Care plans and associated documentation were clear, however as identified by the service, needed to be

reduced in size . Whilst children's goals were known to staff there was a need to further develop staff ability to write SMART objectives.

Connections to family were well supported, and families we spoke with were very complimentary about the supports they and their children receive.

All children were fully engaged in education, links with the school were strong and were further developed through the bridging of therapeutic staff. There was awareness that the service needs to further enhance opportunities to develop life skills such as access to the community, self-travel, etc.

The senior leadership team demonstrated willingness to embrace the improvement agenda and had clearly worked hard to progress previous requirements and areas for improvement.

The board of governors played an active part in supporting Seamab throughout school and care. They met regularly and had a clear overview of important aspects of governance such as child protection and complaints.

There had been positive changes to how the service assesses its ability to meet the needs of children. This included positive moves within campus based on credible assessment of children's needs, inclusive staff discussion and reflection.

The development of a training needs analysis and investment in training, coupled with improved management arrangements within houses, enhanced staff:child ratios and peripatetic roles all influenced a decrease in staff turnover, resulting in increased consistency for children.

All staff felt supported, supervisions was regularly and helpful. Senior managers had increased awareness of this and could identify and support house managers to address any gaps.

Robust systems were in place to ensure that staff were recruited safely. Documentation was well organised and easy to access. This gave increased confidence of the services management of this.

Various actions provided quality assurance of outcomes, such as a restraint reduction programme alongside statistical data, staff retention, quarterly learning and development reports, supervision trackers, protection trackers and incident trackers.

We noted that case file audits were regularly undertaken but felt that these could be further developed to ensure a more qualitative approach to assessment. This should include outcomes and smart target review, assessing staff supports in achieving these.

There was a co-ordinated service improvement plan aligned with the promise and it's aspirations for a trauma informed workforce.

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

### Requirements

#### Requirement 1

By 27 October 2024 the provider must ensure that child protection processes are robust.

This is to ensure that children and young people are kept safe and experience high quality, consistent care and support. In particular you must:

- a) Ensure all staff have appropriate training to equip them in their role.
- b) Ensure child protection reporting procedures are followed.
- c) Ensure the child protection policy and procedures are reviewed and identify expected timescales.
- d) Ensure effective management oversight and identification of child protection matters.

**This requirement was made on 11 September 2024.**

#### Action taken on previous requirement

We saw improvements to child protection processes to make them more robust including increased reporting identified from incidents. All staff had received face-to-face training in child protection.

**Met - within timescales**

#### Requirement 2

By 27 October 2024 the provider must ensure there is evaluative scrutiny and oversight of all aspects of the care provision within the service.

This is to ensure that children and young people experience high quality, consistent care and support. In particular you must:

- a) Produce a service improvement plan.
- b) Ensure there is effective oversight of all incidents including physical interventions, debrief and analysis.
- c) Ensure there is effective observation of practice in all parts of the service recording areas for improvement and providing support.
- d) Ensure that all staff receive regular one to one supervision.
- e) Ensure effective recording of medication.

**This requirement was made on 11 September 2024.**

#### Action taken on previous requirement

We found evidence of coordinated service improvement. This was suitably aspirational.

Regular 1:1 supervision was taking place. This is known by external managers, and an overview spreadsheet shows this clearly.

Medication benefited from improved quality assurance measures, we found this was successful in identifying errors and responding appropriately.

**Met - within timescales**

### Requirement 3

By 27 October 2024 the provider must ensure that all staff have an identified training plan appropriate to their role.

This is to ensure that children and young people experience high quality, consistent care and support. In particular you must:

- a) Carry out a staff training needs analysis.
- b) Identify core training with timescales for completion and reaccreditation.
- c) Ensure that the staff training matrix is kept up to date and identifies gaps in training.
- d) Produce a training plan to meet the identified staff training needs.

**This requirement was made on 11 September 2024.**

#### Action taken on previous requirement

A staff training analysis was undertaken post inspection. Again, this was very detailed and considered of both the needs of young people using the service, staff needs and alignment with the organizational aims and ethos.

Training met both core requirements and additional training such as self harm, suicide ideation, supervision training.

**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 ensure consistent positive outcomes the provider should review the care planning system and adopt a SMART approach to care planning. These care plans must be outcome focused and clearly express goals and strategies to help young people to achieve their potential.

**This area for improvement was made on 11 September 2024.**

## Action taken since then

Whilst there had been significant effort to improve the content of care related documentation, we found that smart targets remained a challenge to write clearly from staff. Managers told us that this remained a focus and that there was an intention to review and simplify documentation.

Whilst quality assurance in care planning was evident, we found that this could improve from more qualitative assessment.

## Previous area for improvement 2

To support children's wellbeing, the provider should ensure that they follow 'Matching Looked After Children and Young People: Admissions Guidance for Residential Services', published by the care inspectorate'. This should include but is not limited to:

- a) Ensure they consider the potential impact on existing young people within the service, including identifying specifically which house they will reside in.
- b) Ensure they have all the necessary information prior to making a decision regarding the new young person being referred to the service.
- c) Ensure they consider staffing levels, skills, mix and any current staff vacancies.

**This area for improvement was made on 11 September 2024.**

## Action taken since then

We saw enhanced assessments relating to matching processes. These showed both consideration of both existing young people and those being matched to the service.

Staffing levels and skill were subject to improved assessment. Staff spoke highly of the benefits that 1:1 support made for some children.

## 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

How well do we support children and young people's rights and wellbeing?	5 - Very Good
7.1 Children and young people are safe, feel loved and get the most out of life	5 - Very Good

7.2 Leaders and staff have the capacity and resources to meet and champion children and young people's needs and rights

5 - Very Good

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