Caskieberran
OUT OF SCHOOL CLUB

Improvement Plan

2025 - 2026

Context

Glenrothes is a town situated in the heart of Fife, in East-Central Scotland. The town had a population of 39,277 in the 2011 census, making it the third largest settlement in Fife and the 18th most populous settlement in Scotland. The name Glenrothes comes from its historical link with the Earl of Rothes, who owned much of the land on which the new town has been build. The motto of Glenrothes is Ex terra vis, meaning 'From the earth strength' which dates back to the founding of the town.

Caskieberran after school club is based in Caskieberran primary school, within Glenrothes at the western end of the town. The school opened in 1969 to serve the growing local community as the New Town became established. It offers spacious outdoor play spaces including both concrete and grass play areas along with a trim trail.

Our after-school club opened its doors in 2004 for families in the local and surrounding areas of Caskieberran, Rimbleton and South Parks. All school areas attending are catchment schools for Glenrothes High allowing children to foster new friendships prior to starting high school. Most of the area is residential, consisting mainly of local authority housing with one private estate. We are fortunate to have sole access to room 1 within the school for our service. Our service is situated on the ground floor of Caskieberran school with disabled access, along with direct access to outdoors allowing us to promote free flow play indoors and out within the service.

Caskieberran after school club offers parents/careers a flexible childcare service after school (term time) and full day cover during school holidays and in-service days. We strive on free play opportunities for children allowing them to learn new skills whiles they play in a safe secure setting. With qualified staff who will encourage, support and nurture children to meet their own individual goal.

The management team consists of a one team manager who is office based, 2 lead officers we are office based ,one childcare manager works between multiple venues in the Glenrothes area, along with core service staff consisting of one senior childcare practitioner and two childcare practitioners who all work directly with the children and families attending the service.

At Caskieberran Out of School Club our Vision, Values and Aims is to:

- Provide a play environment for children that gives choice, challenge, and risk to stretch their own development while respecting others right to play.
- Support play by offering resources and activities that allow children to develop their own play.
- Provide opportunities for children to play together developing their social skills along with awareness of how to risk assess their own play.
- Develop outdoor play within the environment, along with taking play into the local community.
- Work within the organisational framework to support all elements of the child's care.

- Consult with parents and carers to identify the needs of their child(ren).

- Work to make links with other organisations and agencies to expand experiences for the children attending.

Previous Improvement Areas

- Environment: Service met all tasks within the environment priority children have been enjoying the new spaces and exploring the wider community
- Indoor/Outdoor Loose Parts Play: Service has met priority within the indoor/outdoor loose parts children have been benefiting from loose part in the service this has been a popular addition which has evolved and expanding over the course of the year
- Consultation with all stakeholders: This is still a work in progress monthly Facebook posts have become unmanageable due permission this task will not be carried forward

Rationale for Change

The areas for improvement for session 2025-2026 priorities have been planned in consultation with staff, children, parents/ carers, and external partners. Using a variety of consultation methods for example verbal feedback from parents, children, and staff. Staff meetings, Internal quality audit tools, Recommendations from Care Inspectorate Inspections and inhouse direct observations conducted by the manager.

In accordance with the above, we feel that our first area of development would develop and promote the use of best practice to support outcomes for children taking

Similarly, our second area for development is to Promote safeguarding in the setting

Our final area for development is plan activities/trips out and about in the local community

Care Inspectorate Evaluations

	How good is our care, play and learning?	How good is our setting?	How good is our leadership?	How good is our staff team?
Sept 2022	Good	Adequate	Adequate	Very Good
Dec 2023	Adequate	Good	Adequate	Good
Dec 2024	Good	Good	Good	Good

	Quality of the Care & Support	Quality of the Environment	Quality of the Staffing	Quality of the Management & Leadership
Sept 2018	Good	Excellent	Good	Good
Aug 2017	Good	Good	Good	Adequate
Aug 2014	Very Good	Good	Good	Good

Priority Area 1	Develop and promote the use of best practice to support outcomes for children

Health & Social Care Standards Link	1.1| 1.2| 4.1| 4.7|4.8| 4.11|	**Care Inspectorate QI Link**	3.1| 4.1

Action/Task	Timescale	Responsibilities	Measure of success	Expected Impact
Training session with staff regarding quality framework & best practice guidelines	Sep 2025	Cathy Hammond (childcare Manager)	Staff taking on board learning and putting learning into practices for better outcomes for children	Staff reflect and implement their learning to improve practice, and children receive high quality interactions and experiences
Develop and incorporate current best practice into the setting to enhance outcomes for children and daily routines via team meetings & planning using challenging questions	Oct 2025 then ongoing	Cathy Hammond (Childcare Manager) Charlene Renton (Senior Childcare Practitioner) Michelle Adam. Elaine Foy &Zak Hammond (childcare Practitioner)	Children experience high quality care and support based on relevant evidence, guidance and best practice	Children have fun as they experience high quality play, learning and development opportunities whiles empowering children to be fully involved in their play and learning through skilled interactions with staff
Review current impact for children after incorporating current best practice into daily routines. Feedback will be obtained via verbal feedback from children with staff noting results	Jan 2026- Feb 2026	Cathy Hammond (Childcare Manager) Charlene Renton (Senior Childcare Practitioner)	Improvement implemented have improved outcomes for children	Monitoring & data gathering enable us to consistently identify areas for improvement.
Develop children rights displayed within the setting	March 2026-June 2026	Charlene Renton (Senior Childcare Practitioner) Elaine Foy (childcare Practitioner) Children	Display in place that incorporates UNCRC and Health and Social care standards that is child friendly	Children rights are respected and supported within the setting by staff who are well informed about UNCRC and The Promise and can translate this into actions that promote children overall wellbeing and learning experiences
Enhance the awareness of the importance floor books within the setting	Oct 2025	Michelle Adam & Zak Hammond (Childcare Practitioner) Children Cathy Hammond (Childcare Manager)	Staff to further develop the use of floor books incorporating current guidelines & UNCRC with the children	floor book will be child led and initiated by the children with support from staff in completing

Ongoing Evaluation

Priority Area 2	Promote Safeguarding in the setting

Health & Social Care Standards Link	1.2| 3.2|	**Care Inspectorate QI Link**	3.20| 3.22| 2.24|

Action/Task	Timescale	Responsibilities	Measure of success	Expected Impact
Staff training via a team meeting to establish understanding regarding keeping children safe referring to SIMOA Link to care inspectorate will be shared regarding SIMOA information for future reference	Aug 2025-Sep 2025	Cathy Hammond |Childcare Manager	Success will be measured through staff training and understanding by having staff that are skilled and confident in responding to safeguarding	For staff to fully imbedded Sioma within the setting to improve outcomes for children
Promote an understanding with children surround keeping themselves safe referring to SIMOA Children will be encouraged to assist in complete the daily checklist/outdoor checklist for example checking toilets outdoor for rubble, glass gates closed	Oct 2025-Jan 2026	Charlene Renton |Senior Childcare Practitioner Jenny Anderson |Childcare Michelle Adam & Zak Hammond Practitioner	Children are supported to feel, safe, secure and are protected from harm	Children are informed about potential risks within the setting & wider community
Review children understanding of keeping themselves safe referring to SIMOA and embedding into practise	Feb 2026-March 2026	Cathy Hammond |Childcare Manager	Evidence via direct observation and verbal feedback from children and staff	Monitoring & data gathering enable us to consistently identify areas for improvement.
Share with parents SIMOA in keeping children safe via verbal feedback at home time, social media and wall displays	March 2026-April 2026	Cathy Hammond |Childcare Manager) Charlene Renton |Senior Childcare Practitioner Children	Evidence from staff and children regarding safeguarding	Parents are informed of SIMOA Children's and families' rights are respected and promoted

Implement a child protection display	May 2026 –June 2026	Charlene Renton | Senior Childcare Practitioner Elaine Foy | Childcare Practitioner	Completed wall display that's informative to children & parents	Parents & children are informed of services Child Protection procedures
Staff training regarding risk benefits to children	May 2026	Cathy Hammond| Childcare Manager	Staff sharing training and knowledge with children to support risk taking in the setting	Staff embrace a risk benefit approach and support children to safely engage in play to push their own boundaries and build self-confidence
Implement risk benefits with children that allows them to reach their full potential	June 2026- July 2026	Charlene Renton | Senior Childcare Practitioner Elaine Foy, Michelle Adam & Zak Hammond | Childcare Practitioner	Children can make informed choices and decisions about the risks in their daily life and are encouraged to take positive risks which will enhance their quality of life	Children are supported to actively explore the world around them and be confident learners that reflect on and reshape their experience through play

Ongoing Evaluation

Priority Area 3	Out and about in the community

Health & Social Care Standards Link		**Care Inspectorate QI Link**	

Action/Task	Timescale	Responsibilities	Measure of success	Expected Impact
Plan with children where to go in the community eg local shops, local parks	Aug 2025- September 2025	Charlene Renton (Senior Childcare Practitioner)	Service is carrying out at least 1 outing per week where children are meaningfully and actively involved in selecting places of interest to visit	Children can influence their play with regularly opportunity to explore the local community
Make a termly plan for outings in the local community	Sept 2025- Oct 2025	Charlene Renton (Senior Childcare Practitioner)	Visual planner so staff children and parents are informed of weekly plans	Children are confident in exploring and developing their outdoor environment supported by staff who support and encourage
Carry out outings in the local community	Oct- March 2026	Charlene Renton (Senior Childcare Practitioner) Michelle Adam & Zak Hammond (Childcare Practitioner)	Feeback from children about places of interest Staff observation when out in the community	Children's opportunities for play and learning are enhanced through connections to their own and wider communities
Review if places were successful or not and record this information	March 2026	Cathy Hammond (Childcare Manager) Charlene Renton (Senior Childcare Practitioner)	Staff observation Feedback from children	Monitoring & data gathering enable us to consistently identify areas for improvement.
Gather feedback from the children	March-April 2026	Michelle Adam & Zak Hammond (Childcare Practitioner)	Questionnaires and verbal feedback	Feedback will contribute to future planning & data gathering enable us to consistently identify areas for improvement.

Review feedback from children and record this information	April-May 2026	Charlene Renton (Senior Childcare Practitioner)	Take onboard feedback and implement actions where practical	Feedback will contribute to future planning & data gathering enable us to consistently identify areas for improvement taking on board children's suggestions
Gather feedback from the parents	April 2026-May 2026	Cathy Hammond (Childcare Manager) & Charlene Renton (Senior Childcare Practitioner)	Questionnaires and verbal feedback	Feedback will contribute to future planning & data gathering enable us to consistently identify areas for improvement
Review feedback from parents and record this information	May-June 2026	Charlene Renton (Senior Childcare Practitioner)	Take onboard feedback and implement actions where practical	Feedback will contribute to future planning & data gathering enable us to consistently identify areas for improvement taking on board parents' suggestions
Make a book of interesting places to visit locally	May-June 2026	Elaine Foy & Zak Hammond (Childcare Practitioner)	An eye-catching book of places to visit will be created	A book that children can look back at and add too.

Ongoing Evaluation