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Fife Council
Fife House
North Street
Glenrothes

29 August 2025
2025383375
CS2003017080

Dear Fife Council

COMPLIANCE WITH IMPROVEMENT NOTICE

On **9 June 2025** you were served with an Improvement Notice in relation to Cardenden Primary School Nursery, Carden Castle Avenue, Cardenden, Lochgelly, KY5 0EW, in terms of section 62 of the Public Services Reform (Scotland) Act 2010 ("the Act"). The Improvement Notice stated that unless there was a significant improvement in provision of the service, Social Care and Social Work Improvement Scotland (hereinafter referred to as "the Care Inspectorate") intended to make a proposal to cancel your registration. The Improvement Notice specified the nature of the improvements to be made, and the period within which they were to be made.

Following an extension of the timescales to meet three of the five required improvements made in the Improvement Notice, we carried out two further visits. This was to ensure children's safety, support improvement and monitor progress. An announced visit was made on 18 August 2025 between 13:00 and 16:00 by one inspector and two members of the Care Inspectorate ELC Improvement Support Team. An unannounced visit was carried out by two inspectors on 27 August 2025 between 09:00 and 16:45.

As part of the second visit, we also reviewed progress towards seven of the requirements we made at our inspection from 28 to 30 May 2025. We provided feedback about these requirements to you at our meeting on 28 August 2025. We will report on progress towards these requirements through our follow-up inspection process.

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Page 1 of 5

As there has been a significant improvement in the service, the Care Inspectorate has decided not to proceed to make a proposal to cancel the registration of the service. Our conclusions about the improvements made are noted below.

Improvements

1. Child protection and safeguarding

By 26 August 2025, extended from 9 July 2025, the provider must keep children safe and protected from harm by ensuring staff and leaders fully implement child protection and safeguarding procedures, including whistleblowing.

To do this, the provider must, at a minimum:

- a. keep full, detailed and accurate records of child protection and safeguarding concerns
- b. store all children's information securely
- c. ensure all staff understand child protection procedures, and implement these in practice
- d. ensure all staff implement relevant safeguarding policies, including use and storage of staff personal mobile phones.

This is to comply with Regulation 4(1)(a) of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210).

We have assessed that there has been significant improvement in this aspect of practice. We have increased confidence that children will be kept safe and protected from harm because staff and leaders can fully implement child protection and safeguarding procedures. The provider has complied with the Improvement Notice in relation to this required improvement.

This required improvement has been met.

2. Use of restrictive practice

By 9 July 2025, the provider must keep children safe and protected from harm by ensuring that staff do not use inappropriate physical intervention when supporting children.

To do this, the provider must, at a minimum:

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- a. ensure that it has a comprehensive policy on the use of restrictive practice in place which takes account of the Care Inspectorate's policy position on the use of restrictive practice. This policy must be made available to all members of staff
- b. record the monitoring of staff practice to ensure staff consistently adhere to the service's policy on the use of restrictive practice
- c. ensure staff implement the policy on the use of restrictive practice, record any instances of inappropriate physical intervention, and report such instances to the Care Inspectorate
- d. ensure leaders take appropriate action to address staff conduct when staff do not comply with the policy on the use of restrictive practice.

This is to comply with Regulation 4(1)(a) and Regulation 4(1)(c) of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210).

We have assessed that there has been significant improvement in this aspect of practice and that children's safety has improved as a result. The provider has complied with the Improvement Notice in relation to this required improvement.

This required improvement has been met.

3. Personal planning

By 26 August 2025, extended from 9 July 2025, the provider must keep children safe, healthy and protected from harm by ensuring all children have a detailed personal plan that records their rights, needs and choices.

To do this, the provider must, at a minimum:

- a. ensure all personal plans clearly state any identified strategies that should be implemented by staff
- b. ensure that families are consulted on their child's personal plan and the strategies recorded in these plans to meet their child's needs
- c. ensure that staff consistently implement children's personal plans in practice.

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).

We have assessed that there has been significant improvement in this aspect of practice and personal planning arrangements are in place to keep children safe, healthy and protected from harm. The provider has complied with the Improvement Notice in relation to this required improvement.

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This required improvement has been met.

4. Medication

By 1 July 2025, the provider must ensure that children's health, safety and wellbeing is protected by staff implementing safe medication procedures.

To do this, the provider must, at a minimum, ensure personal plans record detailed and accurate information on how to meet children's medical and health needs, including symptoms to monitor and respond to.

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).

We have assessed that there has been significant improvement in this aspect of practice and that children's medical needs can be met as a result. The provider has complied with the Improvement Notice in relation to this required improvement.

This required improvement has been met.

5. Staff deployment and effective supervision of children

By 26 August 2025, extended from 9 July 2025, the provider must ensure that children are safe and accounted for at all times by deploying staff in such a way that provides effective supervision of children and meets their rights, needs and choices.

To do this, the provider must, at a minimum:

- a. ensure staff deployment is planned, implemented in accordance with the plan, and is well led on a daily basis
- b. ensure staff have clear roles and responsibilities for supervising the play space
- c. ensure staff regularly communicate with each other about children's whereabouts when using the service.

This is to comply with Regulation 4(1)(a) of The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210) and Regulation 7 of the Health and Care (Staffing) (Scotland) Act 2019.

We have assessed that there has been significant improvement in this aspect of practice. We have increased confidence that children will be safe because staff are

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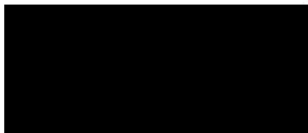
deployed well enough to provide effective supervision. The provider has complied with the Improvement Notice in relation to this required improvement.

This required improvement has been met.

A copy of this notice has been sent to the local authority within whose area the service is provided.

The Improvement Notice dated **9 June 2025** is no longer in force.

Yours sincerely



Lisa Kirkbride

Team Manager

Direct:



Email: lisa.kirkbride@careinspectorate.gov.scot

cc: Local Authority – [REDACTED] – Fife Council



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Page 5 of 5