

Compliance action taken for childcare provision

EY269379/C197161

Date: 10/12/2014

Summary of outcome

On 24 October 2013 the provider notified us that they had suspended a member of staff following receipt of an allegation against them. The notification means that the provider met their legal responsibility as set out in the Early Years Foundation Stage welfare requirements to notify Ofsted of any allegations against staff. This raised concerns about safeguarding matters, suitability and training of staff and also behaviour management.

Ofsted liaised with the provider to check that appropriate measures were taken to ensure the safeguarding and welfare requirements were met. In particular the requirements relating to safeguarding practice, safeguarding policy, suitable people, staff qualifications, training, support and skills and managing behaviour. The provider followed their safeguarding procedures and disciplinary procedures and as a result the individual concerned was dismissed. Ofsted was satisfied with the action taken.

At an inspection we checked the provider's continued compliance. We found that they have a clear safeguarding policy that covers whistle-blowing. Staff understand their responsibilities to safeguard children and have all recently completed safeguarding training. Children's behaviour was seen to be managed well. However this inspection found that the nursery had undergone a number of staffing changes, including the appointment of a new manager. The manager had spent time evaluating the nursery and had put in place action plans to target key areas of weakness. The manager identified that staff had not had regular supervisions or appraisals, as required. However, she had not had sufficient time to rectify this. Consequently, staff's performance had not been regularly monitored, or supported, to identify areas in which they need support.

Following our inspection, we issued a notice to improve that asked the provider to:

ensure that regular supervisions for staff are put into place to foster a culture of mutual support, teamwork and continuous improvement

The provider remains registered with Ofsted.

Publication of compliance action

We aim to ensure that the welfare of children and young people is protected in the services we regulate. The Childcare Act 2006 and accompanying regulations set out our responsibilities to regulate childminders and childcare providers. This includes the enforcement powers we have in relation to those registered providers who do not comply with the requirements for registration.

We publish details of any actions we take, or the childminder or childcare provider takes to bring about compliance with requirements on our website for a period of five years commencing on the date we complete our investigation.

For further information please read [Ofsted's Enforcement Policy](#).