

## **Compliance action taken for childcare provision**

127104/C248335

**Date:** 13/06/2015

### **Summary of outcome**

On 11 May 2015, an outside agency informed us that a member of staff had provided information to assist the police in an investigation.

We looked into this information to see whether the provider was meeting the Early Years Foundation Stage safeguarding and welfare requirements. In particular, the requirements relating suitable people. We do not investigate to prove or disprove the information but look into the information we receive to see if the childcare provider is meeting all legal requirements.

We carried out an announced visit to the premises on 14 May 2015. At the visit, we found that although the provider had arrangements in place for checking the suitability of staff, these arrangements were not always fully effective. The provider had not followed up on information provided by a previous employer in order to fully ascertain staff suitability. In addition, the arrangements in place for staff taking medication were not satisfactory. The provider had failed to seek medical advice to confirm whether medication is unlikely to impair staff's ability to look after children properly. Furthermore, the provider had not risk assessed staffing arrangements to ensure that staff with medical conditions are able to keep themselves and children safe at all times.

Following our visit, we issued the provider with welfare requirement notices, which require them to:

- ensure that people looking after children are suitable to fulfil the requirements of their roles and implement effective systems to ensure that practitioners, and any other person who is likely to have regular contact with children (including those living or working on the premises), are suitable
- ensure that practitioners who are taking medication which may affect their

ability to care for children, only work directly with children if medical advice confirms that the medication is unlikely to impair their ability to look after children properly

-take all reasonable steps to ensure staff and children are not exposed to risks and demonstrate that risks are managed, with particular regard to assessing the risk that practitioner's medical conditions may pose.

It is an offence not to comply with a welfare requirement notice.

We carried out a further unannounced visit to monitor compliance with the notices. The provider had made clear improvements, by tightening the recruitment procedures to ensure that information obtained through this process would be reviewed and followed up. Systems for staff to notify their employer of health issues have also been strengthened to enable appropriate care plans to be put in place.

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](#).