

Compliance action taken for childcare provision

136110/C263321

Date: 05/03/2016

Summary of outcome

On 15 October 2015, we inspected the provider and made a judgement of inadequate with enforcement. Following our inspection, we served a welfare requirements notice on the provider that required them to:

ensure that all staff understand the safeguarding policy and procedures and have an up-to-date knowledge of safeguarding issues

ensure the lead professional for safeguarding attends an appropriate child protection training course to enable safeguarding concerns to be dealt with appropriately, including in the event of an allegation against staff

provide regular supervision, training and coaching to all staff to improve the quality of teaching

provide opportunities for parents to have a shared approach to their children's learning, in order to improve the progress children make over time.

It is an offence for a person who, without reasonable excuse, fails to comply with a welfare requirements notice. Failure to comply may result in a prosecution.

We also issued Learning and Development actions that asked the provider to:

implement an effective system of observing, assessing and monitoring children's progress, particularly to identify children who are falling behind in their learning or need additional support, so this information can be used to identify and plan what they need to learn next, to ensure all children make good progress in their learning

provide children with challenging play experiences across all areas of

learning, with particular regard to communication and language, to help them make the best possible progress.

We visited the provider on 16 November 2015 to review the welfare requirements notice. The Learning and Development requirements will be monitored at the next inspection. We found the welfare requirements notice has been met. All staff have undergone on-line safeguarding training to update their knowledge and this has been tested at staff meetings. Staff were able to describe signs and symptoms of abuse, for example, changes to behaviour. They knew what to do if they suspected a child was being abused and who to contact. For some concerns this would be recording, monitoring, and informing the designated safeguarding member of staff and the committee. If staff had a serious concern about a child, they understood their procedures and would make a referral immediately. Staff had a good understanding of what to do if an allegation was made against a member of staff and knew that advice must be sought from the Local authority designated officer (LADO) before any investigation is initiated. The safeguarding policy is being reviewed to make it more explicit so that parents and staff have a clear understanding of their role and responsibilities. The manager is going to attend a child protection training course at the earliest opportunity.

Staff observations and performance management for all staff will be completed every half term. This will provide an opportunity for staff to reflect on their performance and identify any training needs. The committee will complete performance management meetings with the manager. Any training completed by a staff member will be cascaded to everyone in the regular staff meetings.

All parents are now given their own message/comment book which helps provide a link between home and the pre-school. Planning for children's individual learning is going to be displayed and will be individualised by the key person. The website is being updated and a Facebook page has also been set up. In addition, parents are continuing to have termly newsletters, a stay and play session once a term, attend two open days per year and have a review of their children's learning journals three times a year.

A full inspection completed within six months of the inadequate inspection.

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](#).