

Compliance action taken for childcare provision

EY493771/C285173

Date: 22/06/2016

Summary of outcome

On 24 May 2016 we received information that raised concerns about the provider's ability to safeguard children. At an inspection we looked at the concerns to see whether the provider was meeting the Early Years Foundation Stage requirements relating to Suitable People, Safeguarding Practice and Policy, Disqualification and Changes that must be notified to Ofsted. We found that the provider had failed to notify Ofsted and relevant agencies of significant events that may affect the suitability of staff in a timely manner when this first came to light. In addition, we found that recruitment procedures lack rigour and the provider was not obtaining sufficient information from staff on an ongoing basis to ensure that they remain suitable to care for children. We found that safeguarding policies are not reviewed as and when changes occur and some lack essential information to support staff and ensure that they have a secure and confident knowledge of their safeguarding role and responsibilities. Furthermore, we found that current arrangements for staff supervision and appraisals do not effectively address any underperformance to monitor and improve personal effectiveness. Following our inspection, we sent the provider a notice to improve that asked them to: improve understanding of what should be notified to Ofsted and other relevant agencies where there are any significant events that may affect the suitability of any member of staff: improve the systems to review the suitability of staff and ensure they understand their responsibility to report any changes that may affect their suitability to work with children, or disqualify them from working with children: review safeguarding policies and procedures and improve knowledge and awareness, in particular, of how to respond in a timely way to inappropriate behaviour displayed by staff and sharing of unsuitable images: put in place appropriate arrangements for the supervision of staff to monitor underperformance and improve personal effectiveness. 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 the *Early years compliance handbook* which can be found here at www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted .