

Compliance action taken for childcare provision

EY493482/C267122

Date: 14/01/2017

Summary of outcome

On 13 November 2015, the provider made a notification to us regarding a safeguarding matter. We liaised with other lead agencies and carried out an unannounced visit to check compliance with the safeguarding and welfare requirements. In particular, the requirements relating to Suitable people and Child protection.

It was identified that procedures to demonstrate that all staff had been through a robust recruitment process were not in place and there are weaknesses in the systems to demonstrate staff's on-going suitability to work with children. Additionally, the safeguarding procedures lack sufficient detail and training for the lead practitioner for safeguarding has not taken account of advice from appropriate agencies.

Although it was not part of the original concern, the staffing arrangements in the baby room did not meet all children's needs.

Following our visit we served welfare requirements notices on the provider that required them to:

- * ensure the staff to child ratios are consistently maintained to meet the needs of all children and ensure their safety
- * implement robust recruitment procedures to demonstrate staff suitability to work with children and ensure that secure arrangements are in place to monitor the ongoing suitability of staff.

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 sent the provider a notice to improve that asked them to:

- * provide the lead practitioner for safeguarding with further training opportunities to enhance their knowledge of local child protection procedures and guidance for safeguarding children
- * ensure the safeguarding policy includes information about who to report concerns to when there are concerns about a child's safety or welfare.

We carried out an unannounced monitoring visit where it was assessed that the notices had been met. 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 .