

Compliance action taken for childcare provision

EY472282/C309823

Date: 25/03/2017

Summary of outcome

On 16 March 2017, the provider notified us of a significant event relating to safeguarding. The information raised concerns about aspects of practice at the nursery. We needed to investigate the concerns to see if the provider continued to meet the requirements of the early years foundation stage. The concerns related to: staff's knowledge and understanding of safeguarding and the procedures to follow if they have concerns; the procedures followed to establish that those who work with children are suitable to do so, and the induction process to ensure staff have sufficient understanding of their roles and responsibilities.

On 17 March 2017, we carried out an unannounced visit to the nursery. We spoke to the manager and viewed documentation. We found that staff, including the designated lead for safeguarding, have insufficient knowledge and understanding of the procedures to follow if they have any safeguarding concerns. We found that during the recruitment and vetting process, important information was not discussed with applicants or with previous employers to establish the applicant's suitability to work with children. We also found that the induction process does not provide staff with sufficient knowledge and understanding of their roles and responsibilities. As a result, we issued the provider with a welfare requirements notice asking them to:

ensure the lead practitioner for child protection has sufficient knowledge to enable them to respond in the correct manner to any concerns raised;

train all staff to understand the safeguarding policy and procedures to ensure they report concerns in a timely manner;

put in place effective recruitment and vetting systems to ensure that practitioners are suitable to work with children;

ensure all staff receive induction training that helps them understand their roles and responsibilities.

We also found that the provider had failed to notify us within the required timeframe. As a result, we issued a warning letter.

We also issued a notice to improve that asked the provider to:

train all staff on the written statement of procedures to be followed to safeguard children from abuse or neglect (compulsory part of the Childcare Register);

put in place effective systems to ensure that practitioners are suitable to work with children (both parts of the Childcare Register).

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 prosecution. We will monitor the provider's compliance with the notices.

On 4 April 2017, we made an unannounced visit to the nursery and found that new procedures for recruitment and induction have been introduced. We also found that staff had received guidance on how to proceed if they have any safeguarding concerns about children or adults.

However, we found that there was no qualified first aider on duty as required. We also found that staffing arrangements were insufficient to keep children safe at all times. Therefore, we issued a notice to improve asking the provider to:

ensure there is a qualified first aider on duty at all times when children are present;

make sure that staffing arrangements meet the needs of all children and ensure their safety.

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 .