

Compliance action taken for childcare provision

EY473937/C306366

Date: 17/02/2017

Summary of outcome

On 03 February 2017, the provider notified us of an allegation which raised concerns about the suitability of those responsible for the company. This notification means that the provider met their legal responsibility as set out in the Early Years Foundation Stage (EYFS) welfare requirements to notify Ofsted of the particulars of any significant event which is likely to affect the suitability of the early years provider or any person who cares for, or is in regular contact with, children on the premises to look after children.

We continue to liaise with outside agencies who are conducting their own investigations into the allegations.

Following the notification, we needed to assess arrangements for leadership and management and to ensure the safety and well-being of children attending each setting the provider is responsible for.

On 8 February 2017, we carried out an unannounced visit to the setting. We needed to see whether the provider was meeting the EYFS requirements relating to Child Protection, Suitability, Staff qualifications, training support and skills, Managing behaviour and Information and records.

We found that there are arrangements to ensure the safety and well-being of children. However, there are not robust procedures in place in the event of an allegation being made against a member of staff. In addition, it is unclear who has the responsibility as the designated practitioner for safeguarding.

We also found that there are inconsistencies in staff understanding about the supervision of children. For example, managers state that staff are not left unsupervised with children however during the visit a member of staff attempted to take a child out of the setting alone.

During our visit we found that the manager holds an appropriate qualification. However, staff have not received the support and information they need to carry out their roles effectively. This includes induction and supervision. In addition to this, we were not able to obtain evidence that checks had been made on all staff's suitability.

We also found that there are inconsistencies in how staff deal with challenging behaviour. Children are not always given an explanation as to why their behaviour is inappropriate. Consequently, children do not learn what is expected and why.

We found that procedures for recording accidents and injuries are inconsistent and records of incidents are not used to improve practice and keep children safe.

Following our visit, we issued a notice to improve that asks the provider to:

implement a policy and procedures to safeguard children in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB) which includes an explanation of the action to be taken in the event of an allegation being made against a member of staff, and covers the use of mobile phones and cameras in the setting

ensure there is a designated practitioner to take lead responsibility for safeguarding children in the setting and who is responsible for liaising with local statutory children's services agencies and Local Safeguarding Children's Board (LSCB), ensure they are able to provide support, advice and guidance to any other staff on an ongoing basis, and on any specific safeguarding issue as required

ensure staffing arrangements meet the needs of all children with particular regard to supervision of children, with staff who are sufficiently deployed to meet children's needs and safety

improve senior staffing arrangements to ensure all staff are clear of their roles and responsibilities; provide an effective management structure that supports staff and provides appropriate supervision and induction

ensure children's behaviour is managed positively and consistently to enable children to feel secure and supported to improve behaviour, develop independence, cooperation and respect for others

maintain records and obtain and share information to ensure the safe and

efficient management of the setting, and to help ensure the needs of all children are met with particular regard to thorough, accurate and detailed information regarding accidents and injuries.

We conducted an investigation regarding the initial concerns in liaison with other lead agencies. This included interviewing the director responsible for Abelle Limited on 27 February and 06 March 2017.

On xxxx we conducted a full inspection of the setting. The findings of this inspection will be published.

On 23 March 2017, Ofsted made the decision to suspend the registration because we believed children may be at risk of harm if the provision continued to operate. We also made the decision to take steps to cancel the registration because we believed the provider was no longer suitable. However, the provider resigned before the legal notice was served.

This provider is no longer 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 .