

Compliance action taken for childcare provision

148853/C306758

Date: 16/07/2017

Summary of outcome

On 10 February 2017, we received a notification by the provider informing us that safeguarding concerns relating to children had not been reported to child protection agencies.

We looked into these concerns to see whether the provider was meeting the Statutory Framework for the Early Years Foundation Stage requirements with particular regard to; safeguarding policy and practice, suitable people, general information and records matters, training, support and skills, managing behaviour, information about the child and risk assessment.

On 20 March 2017, we carried out an unannounced visit. We talked to the provider, acting manager and staff, observed practice and we sampled some documentation relating to the safe management of the setting. At the visit, we found that staff had not followed the safeguarding policy on several occasions and safeguarding concerns relating to children, had not been reported to child protection agencies within appropriate time scales. We also found that management had failed to complete a thorough investigation into an allegation. We found that the nominated individual did not have sufficient knowledge or understanding of their legal responsibilities and that Ofsted had not been notified of new committee member's in order to complete the necessary suitability checks. We also found that processes to establish the suitability of staff during recruitment and on an ongoing basis were weak and supervision arrangements for staff were not effective in providing support and improving practice. Although not directed related to the original concerns, we also found that children were not effectively supervised during outside play. We found the provider to be compliant with the requirements relating to; information records, behaviour management or risk assessment.

Following the visit we issued a welfare requirements notice that requires the provider to:

put effective recruitment and monitoring processes in place to ensure that practitioners and any other person who is likely to have regular contact with children, are suitable; with particular regard to disqualification and health;

ensure that Ofsted are notified of all new committee members so that checks to establish suitability can be completed;

ensure that the nominated individual has the relevant knowledge and understanding to fulfil the legal and managerial requirements of their role;

take steps to safeguard and promote the welfare of children by ensuring all concerns are reported to child protection agencies without delay;

ensure safeguarding policies and procedures are adhered to by all staff and any allegations made against a staff member are fully investigated and reported to the appropriate agencies without delay;

ensure supervision is regular and provides support, coaching and training that promotes continuous improvement;

ensure that children are supervised at all times, particularly in the outdoor area.

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.

On 25 April 2017, we carried out a monitoring visit to assess the provider's compliance with the Welfare Requirements Notice. During the visit, the nominated individual was unable to be present so a telephone interview was arranged for 28 April 2017. Evidence was gathered but a conclusion could not be made.

On 28 April 2017, we carried out a telephone interview with the nominated individual to assess the compliance with the Welfare Requirements Notice.

As a result, we are satisfied with the action taken by the provider and we shall be taking no further action. 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 .