

Compliance action taken for childcare provision

EY310670/C315197

Date: 19/10/2017

Summary of outcome

On 18 May 2017, we received a notification from the provider about a safeguarding allegation that raised concerns about staffs knowledge and understanding of how to deal with safeguarding concerns and allegations management. Although the provider did notify us of this allegation this was not within 14 days of the allegation being made, which is a requirement of registration. On this occasion, Ofsted issued the provider with a warning letter. We looked into this concern to see whether the setting was meeting the requirements of the early years foundation stage relating to 'premises' and 'staff qualifications, training, support and skills'. In particular, the requirements that state: The safeguarding policy and procedures must include an explanation of the action to be taken when there are safeguarding concerns about a child and in the event of an allegation being made against a member of staff. The lead practitioner for safeguarding must attend a child protection training course that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect. Providers must train all staff to understand their safeguarding policy and procedures, and ensure that all staff have up to date knowledge of safeguarding issues.

We carried out an unannounced visit to the premises on the 24 May 2017. We discussed the concerns with the nominated individual and the manager and we scrutinised documentation. We found that the correct procedure for reporting safeguarding allegations against staff, as detailed in the providers own child protection and whistle blowing policy and procedures, had not been followed. As a result the Designated Officer for safeguarding in the local authority was not consulted before an internal investigation was concluded. In addition other members of staff did not question why the correct procedures were not being followed or notify the nominated individual of this allegation. A number of managers involved in dealing with this allegation resigned before this allegation was brought to the attention of the nominated individual. The provider had already carried out an internal investigation. All

staff have now attended an in-house safeguarding training update on the allegations against a member of staff and whistle blowing policy and procedures. Staff are also booked on a safeguarding refresher course and a new allegations against staff form has been put in place to record any future allegations. The provider is currently considering whether disciplinary action is appropriate.

We are satisfied with the action that the provider has taken to minimise this occurring again. 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 .