

Compliance action taken for childcare provision

EY426276/C325609

Date: 19/10/2017

Summary of outcome

On 11 September 2017, we received a notification from the provider and also from the local authority Designated Officer about a safeguarding allegation. The notification means that the provider met their legal responsibility as set out in the early years foundation stage welfare requirements to notify Ofsted of any significant event which is likely to affect the suitability of any person who is in regular contact with children on the premises where childcare is provided. We looked into this concern to see whether the setting was meeting the requirements of the early years foundation stage relating to 'child protection' and 'suitable people'. In particular, the requirements that state: providers must have and implement a policy, and procedures, to safeguard children. These should be in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB). 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. Where an employer becomes aware of relevant information that may lead to disqualification of an employee, the provider must take appropriate action to ensure the safety of children.

We liaised with other agencies and carried out an announced visit to the premises on the 21 September 2017. We discussed the concerns with the owner and manager and we scrutinised documentation. We found that, the lead safeguarding officer for the setting had attended an appropriate child protection training course. We discussed the recruitment and supervision of staff and found that appropriate measures are in place to ensure the workforce are suitable. This includes regularly asking staff about any changes to their health and disqualifiable offences, including disqualification by association. We found that when the manager was notified of information that may lead to the disqualification of an employee she followed the settings safeguarding policies and procedure and informed the relevant statutory

agencies. The manager and owner liaised with the local authority Designated Officer and Ofsted throughout this process and took their advice in managing the situation and ensuring the safety of children.

We found that, the safeguarding policy is in line with the guidelines set out by the LSCB in relation to handling concerns about a child. However, the policy is not clear on the precise steps the provider will take when concerns or allegations are raised about a member of staff. In addition, although the appropriate statutory agencies were informed the owner and lead safeguarding officer did not always demonstrate an appropriate knowledge and understanding of their own roles and responsibilities, and those of other statutory agencies during this process.

Following our investigation, we sent the provider a notice to improve which asks them to:

ensure that your safeguarding policy is in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSBC) in relation to handling any allegations against a member of staff and the exact steps you will take to safeguard children in your care during this process

provide evidence that the designated lead practitioners for safeguarding have an appropriate knowledge and understanding of their own roles and responsibilities, and those of other statutory agencies, particularly in relation to allegations management or when you become aware of relevant information that may lead to disqualification of an employee.

On 10 October we received a written response from the provider detailing the action that was taken. On 14 November 2017 we carried out an unannounced monitoring visit to the setting to check that the provider and the new manager were complying with all actions set in the notice to improve. We found that the provider had taken all necessary 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 .