

Compliance action taken for childcare provision

EY443046/C328557

Date: 09/11/2017

Summary of outcome

On 11 October 2017, we received a concern that the staff:child ratios were not being met and staff were not effectively deployed to supervise children adequately. We needed to check that the provider was meeting the early years foundation stage safeguarding and welfare requirements. In particular, the requirements that relate to ratios, child supervision.

On 1 November 2017, we carried out an unannounced visit to the provider. We reviewed documents, held discussions with management and staff and observed practice. We found that there had been an occasion where the ratios had not been met and the manager had taken appropriate action to change staffing hours to ensure this did not happen again. However, the staff team told the inspector they have been out of ratio on a number of times, the last time being Monday 30 October 2017. During these conversations with the staff team they also told the inspector that they are unable to supervise children adequately due to low staffing levels and the use of agency staff. Although not part of the original information, we found that new members of the staff team have not been given basic safeguarding training before working directly with children. Furthermore, we found that some staff do not have confidence in the manager that, if they report any safeguarding concerns, that they will be acted upon appropriately and in a timely way. This means that children are at risk.

Following the visit, we issued the provider with a welfare requirements notice that required them to:

- . ensure the ratio requirements are met at all times

- . ensure staff are deployed to ensure children are supervised effectively at all times

. ensure all staff are trained to have an up-to-date knowledge of safeguarding, in particular new members of staff

. increase staff confidence so that when they report safeguarding concerns, they know they will be dealt with according to the policy and procedures and in a timely way.

On 9 January 2018, we carried out an unannounced visit to the provider to monitor the welfare requirements notice. We reviewed documentation, observed practice and spoke to the manager and staff. We found the provider had appropriately met the actions raised in the welfare requirements notice.

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 .