

Compliance action taken for childcare provision

EY472551/C331864

Date: 18/01/2018

Summary of outcome

On 15 November 2017, we received a concern in relation to safeguarding children. We needed to look into the concern to check if the provider continued to meet the statutory framework for the early years foundation stage requirements. The information received relates to: safeguarding practice and policy, risk assessment, and behaviour management.

On 15 November 2017, we carried out an unannounced visit to the setting. We looked at documents, observed practice and held discussions with the manager and staff. We found the manager has not had an adequate induction to ensure she knows her role and responsibility of being a leader. Staff are not clear who to report any concerns about a child or a staff member to, outside of the setting or outside of the organisation. Furthermore, a new member of staff working directly with children, has not received any basic safeguarding training. The lead practitioners for safeguarding have not accessed relevant safeguarding training in accordance with the Local Safeguarding Children's Board (LSCB). As a result, children are not being safeguarded effectively.

Although not part of the original concern, we found the manager and staff do not receive supervision to ensure they have a confidential place to discuss concerns about children and/or staff. We also found that there is not a process in place to record and monitor children who come into the setting with existing injuries.

As a result of the visit, we served the provider with a welfare requirements notice that requires them to:

ensure the designated lead for safeguarding has accessed appropriate child protection training, in accordance with the local safeguarding children's board (LSCB);

update staff's knowledge and understanding of who, and when, they must report safeguarding concerns to, including when they must refer to an outside agency;

implement an effective system to record, review and report, when children attend the setting with an existing injury;

ensure managers receive an effective induction so they are clear about their own role and responsibilities;
ensure the induction process for new members of staff includes safeguarding training, so that when they are working directly with children, they know how to keep them safe;

implement an effective supervision process which foster a culture of mutual support and encourages the confidential discussion of any sensitive issues.

On 19 December 2017, we monitored the provision to review the action taken to comply with the welfare requirements notice. The manager had booked themselves onto child protection training, in accordance with the LSCB. However, none of the other WRN's had been actioned adequately. As a result, we re-issued the welfare requirements notice.

It is an offence for a provider not to comply with a welfare requirements notice. Failure to do so may result in a prosecution.

We will monitor the provision to ensure the actions are met.

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 .