

## **Compliance action taken for childcare provision**

Ref: EY537446/4085012

Date: 10 February 2019

### **Summary of outcome**

All early years providers must meet the legal requirements in the 'Statutory framework for the early years foundation stage', which you can find at [www.gov.uk/government/publications/early-years-foundation-stage-framework--2](http://www.gov.uk/government/publications/early-years-foundation-stage-framework--2). If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right.

On 22 November 2018, we conducted an inspection where we judged the provision to be inadequate. As a result, we issued a welfare requirement notice. This is a legal notice that requires the provider to take the actions below within the timescales set out. The provider will be able to give parents further information about this.

Actions needed:

- ensure that all staff understand safeguarding policies and procedures and have up to date knowledge of safeguarding issues, including those relating to the 'Prevent' duty, so that they are able to identify and respond appropriately to signs of possible abuse and neglect and take effective action if an allegation is made against a member of staff
- improve understanding of disqualification and ensure that staff are aware that they are expected to disclose any convictions, court orders, reprimands and warning that may affect their suitability to work with children
- implement procedures for effective supervision of all staff, providing support, coaching and training, so that they understand and are able to fulfil their roles and responsibilities in order to meet the interests of children
- ensure that an effective key person system is implemented to provide a settled relationship for the child and build a relationship with parents that enables sharing of information and learning.

Following the inspection, we conducted an announced visit on 18 December 2018. We found that the provider had taken appropriate action to meet one of the actions issued on the welfare requirements notice. The provider had taken steps to make sure that all parents were aware of their child's key person to ensure that important information about children's care and learning are shared effectively. However, the provider had not taken sufficient steps to meet three actions. Although staff had an improved understanding of safeguarding policies and procedures, they were still not fully clear on some signs and symptoms of abuse, nor the action they should take if they had concerns. Some staff were still not fully aware of matters which could make them disqualified or impact on their suitability to work with children. Although steps had been taken to improve the supervision process, these improvements had not yet been implemented in practice. As a result, we issued a further welfare requirements notice:

Action needed:

- ensure that all staff understand safeguarding policies and procedures and have up to date knowledge of safeguarding issues, including those relating to the 'Prevent' duty, so that they are able to identify and respond appropriately to signs of possible abuse and neglect and take effective action if an allegation is made against a member of staff
- improve understanding of disqualification and ensure that staff are aware that they are expected to disclose any convictions, court orders, reprimands and warning that may affect their suitability to work with children
- implement procedures for effective supervision of all staff, providing support, coaching and training, so that they understand and are able to fulfil their roles and responsibilities in order to meet the interests of children

We conducted a further unannounced visit on 1 February 2019. We found the provider had taken appropriate action to meet the requirements. Staff had a much clearer understanding of the safeguarding policies and procedures and the signs and symptoms of abuse. They were also much clearer on matters which could make them disqualified or impact on their suitability to work with children. The provider was also able to demonstrate that more effective supervisions were taking place to support staff in improving the quality of teaching and practice. The provider remains registered with Ofsted.