

Compliance action taken for childcare provision

Ref: EY244989/4194031

Date: 21 August 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. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right.

On 28 June, we carried out a visit to monitor that the provider had taken steps to meet actions set out in the Welfare Requirements Notice served following the inspection on 7 May 2019. This is a legal notice that requires the provider to take the actions within the timescales set out. The provider will be able to give parents further information about this.

At the visit, we found that the provider had taken appropriate action to put some of the matters right. For example, the provider implemented new procedures to ensure that all staff receive induction training to help them understand policies. The provider had developed new procedures to ensure that staff fulfil their roles and responsibilities, particularly regarding their safeguarding and, health and safety practice. The provider had also developed new procedures to ensure staff and children are not exposed to risks. There is a new 'using the stairs with younger children' policy, which is now effective. The provider had taken reasonable steps to enable an effective two-way flow of information between providers when children attend more than one setting. Improvements have been made to the behaviour management policy and staff receive training on behaviour management to ensure that children's behaviour is managed in an appropriate way.

At the visit, we found that the provider had also taken some steps to improve the arrangements for managing allegations against staff. The provider developed strategies to improve staff's knowledge and procedures to inform Ofsted of allegations of serious harm and abuse to children by any person working at the nursery. However, the provider had not ensured that managers and designated leads responsible for safeguarding are suitable to fulfil their roles. In addition, the provider did not ensure that leaders and managers have effective supervision, so that all adults working at the nursery have a clear understanding of their roles and responsibilities. Furthermore, the provider did not ensure that children are

being adequately supervised and that staff are adequately deployed in the pre-school room, which impacts on the care, teaching and safety of children. We also identified that the provider had developed new procedures to manage accidents, injuries and first aid treatment. However, the provider continued to not ensure that leaders and managers take appropriate action to protect children when accidents happen. Parents were still not being provided with accurate information about all accidents, injuries and first aid treatment given to children.

Following the visit, we served a new welfare requirements notice. Actions needed:

ensure that managers and designated leads for safeguarding are suitable for their roles and able to take the responsibility for protecting children and liaising with local statutory children's services

ensure there are effective procedures for the supervision of managers and staff so that all adults working at the nursery have a clear understanding of their roles and responsibilities, such as their safeguarding duties

ensure that leaders and managers take appropriate action to protect children when accidents happen and that parents are provided with accurate information about all accidents, injuries and first aid given to children

make sure that leaders and managers deploy staff effectively so that they are able to fulfil their duties and responsibilities, such as provide children with appropriate care, teaching and ensure their safety.

On 26 July 2019, we carried out a further monitoring visit to ensure that the provider had taken the necessary steps to meet the actions set out in the welfare requirements notice served on 9th July.

At this visit, we found that the provider had taken the necessary steps to meet the actions set. For example, the provider had developed procedures to ensure that the managers and designated leads for safeguarding are suitable for their roles. The provider had also developed procedures for the supervision of managers and staff so that all adults working at the nursery have a clear understanding their roles and responsibilities, safeguarding as their safeguarding duties. The provider had further developed the accident management procedures to protect children when accidents happen. Furthermore, the provider had developed new procedures to ensure that parents are provided with accurate information about all accidents, injuries and first aid treatment given to children. The provider also reviewed the deployment of staff, specifically in the pre-school room, so that staff are able to fulfil their duties and responsibilities effectively.

The provider is still 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.