

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

Ref: 2508530/4293308

Date: 31 July 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 the 10 June 2019, we carried out an unannounced inspection. We found that the provider was not meeting some of these requirements. We served a Welfare Requirements Notice. This is a legal notice that requires the provider to take the actions below within the timescales set out.

#### Actions needed

implement an effective policy and procedures to safeguard children, that are in line with the guidance and procedures of the Local Safeguarding Children Board (LSCB), by 26 July 2019

take action to ensure all staff have up-to date knowledge of safeguarding issues, including how to identify, and respond to possible signs of abuse and neglect, by 26 July 2019

improve safeguarding practices to ensure in the event of an allegation being made against a member of staff, agencies with statutory responsibilities are notified without delay, and in line with the Local Safeguarding Children Board procedures (LSCB), by 26 July 2019

improve staff's knowledge and understanding of child protection legislation, including the 'Prevent' duty guidance for England and Wales 2015', to keep children and their families

safe, by 26 July 2019

ensure adults whose suitability has not been checked are not allowed unsupervised contact with children being cared for, by 26 July 2019

ensure staff implement relevant ratio requirements at all times and children are appropriately supervised to meet their individual needs, by 26 July 2019

ensure there is at least one member of staff who holds a full and relevant level 3 qualification, and at least half of all staff hold a full and relevant level 2 qualification, who have received specific training that addresses the care of babies for staff working directly with children under two, by 26 July 2019

take action to ensure all staff have the necessary skills to implement the behaviour management policy; this specifically refers to ensuring all staff manage children's behaviour appropriately, and help children understand the consequences of their actions on others, by 26 July 2019

implement an effective key-person system so that each key person fulfils their role in ensuring that each child's care is tailored to meet their individual needs, that offers a settled relationship for the child and builds a positive relationship with parents, by 26 July 2019

implement regular staff appraisals, coaching and supervision to review and raise the quality of teaching, identify training needs, and ensure all staff have the skills and knowledge to fulfil the requirements of their role, by 26 July 2019

establish a regular two-way flow of information sharing with parents on the range and type of activities and experiences provided for children, details of policies and procedures and

how parents can share learning at home, by 26 July 2019

take immediate action to put in place arrangements to support children with special educational needs or disabilities, including having regard to the Special Educational Needs Code of Practice, by 26 July 2019

On 29 July 2019, we carried out an unannounced visit to the provider to monitor the Welfare Requirements Notice. We found that the provider has not met all actions above. We have served a Welfare Requirements Notice. This is a legal notice that requires the provider to take the actions below within the timescales set out.

#### Actions needed

implement an effective policy and procedures to safeguard children, that are in line with the guidance and procedures of the Local Safeguarding Children Board (LSCB), by 27 August 2019

take action to ensure all staff have up-to date knowledge of safeguarding issues, including how to identify, and respond to possible signs of abuse and neglect, by 27 August 2019

improve safeguarding practices to ensure in the event of an allegation being made against a member of staff, agencies with statutory responsibilities are notified without delay, and in line with the Local Safeguarding Children Board procedures (LSCB), by 27 August 2019.

On 28 August 2019, we carried out an unannounced visit to the provider to monitor the Welfare Requirements Notice. We found that the Welfare Requirements Notice had been met appropriately. The provider will be able to give parents further information about this. The provider is still registered with Ofsted.

