

Compliance action taken for childcare provision

Ref: EY279384/4269968

Date: 26 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-foundationstage-framework--2. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right. On 21 June 2019 we received concerns regarding Busy Little Bees Sheldon. We visited that setting on 28 June 2019 and found that children were at risk of harm from poor practice and a disregard for their welfare from staff. On 2 July 2019 we undertook an unannounced visit to Busy Little Bees Hall Green in order to review the quality of care offered to children at these premises. We found that not all of the 'Statutory framework for the early years foundation stage' requirements were being met. 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. The provider will be able to give parents further information about this. The provider is still registered with Ofsted.

Actions needed;

3.52 Managing behaviour

ensure consistent and appropriate strategies are used to manage children's behaviour, specifically in relation to the physical handling of younger children to fully support their safety and emotional well-being by 17 July 2019

3.6 Child Protection

ensure all managers and staff can identify poor practice and understand their responsibilities to safeguard children, and implement the whistle blowing and child protection procedures to

report any concerns by 17 July 2019

3.9 Suitable people

implement effective recruitment and induction processes that help to ensure all staff and managers are suitable to fulfil the requirements of their roles by 17 July 2019

3.21 Staff qualification, training, support and skills

ensure arrangements for the supervision of staff and managers identify and tackle all weaknesses in practice, particularly in relation to behaviour management and whistle blowing, to foster a culture of mutual support and teamwork by 17 July 2019

3.28 Staff:child ratios

maintain ratios and deploy staff effectively, particularly during meal times, so that children benefit from warm interactions and their individual needs are met by 17 July 2019

3.67 Special educational needs

ensure all staff working with children with special educational needs and/or disabilities receive training and support so that they are able to offer these children the targeted help they require to support their welfare and raise their learning outcomes by 17 July 2019.

We will continue to monitor the providers compliance.

We monitored the provider's compliance with these requirements on 18 July 2019 and found that the provider had taken appropriate steps to meet the actions. Staff were observed to manage children's behaviour appropriately and handle younger children in ways that support their safety and emotional well-being. The provider has taken steps to address poor practice and make sure staff understand whistle blowing expectations and their responsibilities to safeguard children. Procedures for recruitment and induction are being reviewed. Changed systems for identifying and dealing with weak practice have been identified. The provider has made changes to staff deployment over the lunchtime period. Children with special educational needs and/or disabilities are being cared for by staff who are trained to provide the support that the children need. 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.