

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

Ref: 509929/4271235

Date: 20 September 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 28 June 2019 the manager notified us of a safeguarding matter. The notification means that the provider met their legal responsibility as set out in the early years foundation stage welfare requirements to notify Ofsted of allegations of serious harm or abuse by anyone working at the premises.

We conducted an unannounced visit on 19 July 2019. 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 by 29 July 2019:

ensure robust and thorough safeguarding children policies and procedures are implemented, especially when allegations are made against a member of staff so that their suitability is fully assessed and assured

ensure all staff manage children's behaviour in an appropriate way and make sure they are fully aware of when it is appropriate to use physical intervention

ensure children are consistently supervised by suitable staff and make sure students are never left alone with children

ensure supervisions are carried out to monitor the effectiveness of staff and the manager's practice and provide appropriate support, coaching and training to promote continuous improvement

ensure records to evidence all staff qualifications are accessible and available for inspection.

On the 30 July 2019 we conducted an unannounced monitoring visit to check compliance with the Welfare Requirement Notice. We found the provider has made improvements in relation to staff qualification certificates and supervision of children. In addition, they are continuing to implement an appropriate action plan for managing children's behaviour, supervisions and dealing with allegations against staff.

We conducted an unannounced visit on 20 August 2019, due to ongoing concerns about the

nominated individuals understanding of his role and responsibilities. We have served a further Welfare Requirements Notice.

Actions needed by 11 September 2019:

ensure the designated safeguarding lead fully understands the procedures to follow if allegations are made against a member of staff, including when to notify the relevant agencies, in line with the guidance and procedures of the relevant Local Safeguarding Children Board/Partnerships, of these concerns

develop knowledge of the disqualification regulations which would prevent a person from working with children

ensure effective systems are in place for assessing that staff are suitable for their role, in particular, by having regard to safer recruitment procedures in relation to checking education, employment and training history

ensure robust induction training is implemented, which includes supporting staff's knowledge and understanding of the full range of child protection policies and procedures from the outset of their employment.

On the 12 September 2019 we conducted an unannounced monitoring visit to check compliance with the Welfare Requirement Notice. We found that the provider has made improvements to the previous actions set. However, further breaches in requirements were identified and we have served another Welfare Requirements Notice. The provider will be able to give parents further information about this.

Actions needed by 23 September 2019:

ensure robust and thorough safeguarding children policies and procedures are implemented, especially when possible safeguarding concerns are identified about a child so that these are responded to in a timely and appropriate way to protect children from harm

ensure robust and thorough safeguarding children policies and procedures are implemented, especially when allegations are made against a member of staff so that their suitability is fully assessed and assured

On 24 September 2019 we completed a full inspection where the provider was judged inadequate. We issued a further Welfare Requirement Notice as well as a Notice to improve. We will continue to monitor the provider to ensure the actions are successfully completed. 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](http://www.gov.uk/government/publications/early-years-provider-non-compliance-action-by-ofsted).