

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

Ref: 509927/4314829

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. Due to ongoing concerns about the nominated individuals understanding of his role and responsibilities, we conducted an unannounced visit on 5 September 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. The provider will be able to give parents further information about this.

Actions needed by 26 September 2019:

ensure all staff are fully aware of the possible signs and symptoms of abuse and neglect, and understand the procedures to follow in the event of a concern about a child in their care

improve staff knowledge of the prevent duty guidance and wider safeguarding issues including aspects like domestic abuse, forced marriage and child sexual exploitation

ensure staff implement effective risk assessment procedures so that they identify potential hazards and take immediate action to remove or minimise these

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

develop knowledge of the Disqualification Regulations (2018) which would prevent a person from working with children

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

ensure effective 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 at least one member of staff looking after children under two holds a full and relevant qualification at level 3 and at least half of all other staff hold a full and relevant

qualification at level 2

ensure arrangements are in place to support children with special educational needs, including using funding appropriately to provide additional support to meet children's individual needs

ensure information is obtained for each child relating to who has parental responsibility for the child.

On 27 September 2019 we completed a full inspection where the provider was judged inadequate. We issued a further Welfare Requirement Notice as well as Notices 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).