

Compliance action taken for childcare provision

Ref: EY453858/4169339

Date: 2 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. If we find that a provider is not meeting the requirements, we can take action to ensure they put matters right.

On 28 February 2019 we conducted an unannounced inspection as part of our risk assessment procedures. The provider was judged to be inadequate and we needed to take enforcement action to ensure the significant breaches of the statutory requirements are put right. We served the provider with 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:

improve staff knowledge of safeguarding so signs of abuse can be identified and fully understood, by 21 March 2019

ensure all staff understand and implement the safeguarding policy when they have concerns about children; making sure children are monitored effectively and immediate action is sought when required, by 21 March 2019

ensure all staff know what procedures to follow if they witness inappropriate behaviour displayed by staff; and that these procedures are followed when necessary, by 21 March 2019

improve communication between leaders and staff so they are aware of issues relating to children's welfare; ensuring those children are effectively monitored and protected, by 21

March 2019

ensure the recruitment policy is followed when vetting new members of staff; making sure that all staff have a valid DBS check, have references and gaps in employment are accounted for, by 21 March 2019

implement effective staff supervision; making sure issues raised are addressed and actioned, by 21 March 2019

ensure there is an available staff member, who holds a current paediatric first qualification, is on the premises at all times, by 21 March 2019

implement appropriate risk assessments for staff who have declared medical conditions; including what medication is required, where on the premises it is stored and how the condition can change and impact on them, by 21 March 2019

develop effective staff deployment procedures which ensure managers can fulfil their roles and responsibilities and unvetted staff are not left unsupervised with children, by 21 March 2019

ensure there is no smoking on the premises under any circumstances, by 21 March 2019

keep a detailed record of all complaints; including how they are investigated and the outcome, by 21 March 2019.

On 22 March 2019 we completed an unannounced visit to monitor the providers compliance with the Welfare Requirements Notice. We found that there had been sufficient action taken

to meet the majority of the breaches of the statutory requirements identified at the inspection. However, requirements relating to staff supervision continued to be weak. We have therefore issued another Welfare Requirements Notice which requires the provider to take the actions below within the timescales set out.

ensure all staff, who regularly work directly with children, have effective and consistent supervision to make sure any performance issues are addressed, and that all staff are well supported in their roles, by 9 April 2019.

On 10 April we completed an unannounced visit to monitor the providers compliance with the Welfare Requirements Notice. We held discussions with the provider and managers and sampled documentation. The provider has taken sufficient action to meet the identified breach of the statutory requirements.

Following the inspection, we took steps to cancel the provider's registration. The provider objected to us taking this step. Having heard the provider's reasons for objecting to this step, we decided to continue with cancellation and issued the provider with a Notice of Decision to cancel the registration. The provider made an application to appeal this decision to an independent external tribunal, the Health, Education and Social Care First-tier Tribunal. The provider later withdrew the appeal. The provider's registration is therefore cancelled and is no longer registered with Ofsted.