

Compliance action taken for childcare provision

Ref: EY557211/4279627

Date: 18 November 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 10 July 2019, we carried out an unannounced inspection which judged the overall effectiveness of the provider was inadequate and did not meet the needs of the children who attend. On 29 July 2019 we carried out an unannounced compliance monitoring visit to check that the provider was complying with all actions set in the Welfare Requirements Notice (WRN) issued after at the inspection. We found that the provider had failed to take all necessary action to comply with the WRN. Therefore, we have served a second WRN. This is a legal notice that requires the provider to take the actions below within the timescales set out.

Actions needed by 23 August 2019:

- ensure that all staff, including the designated safeguarding lead officer, have an up to date knowledge of safeguarding issues. This is with particular regard to understanding signs of possible abuse and neglect, and how to accurately record and respond in a timely and appropriate way to any concerns they may have about a child in their care
- ensure that the designated safeguarding lead officer provides effective support, advice and guidance to any other staff on an ongoing basis, and on any specific safeguarding issue as required
- ensure that if staff have concerns about children's safety or welfare, that agencies with statutory responsibilities are notified without delay, this means children's social care services, and in emergencies, the police
- improve the arrangements to support children who are not achieving at the expected levels for their age, including promptly seeking support from other relevant professionals where appropriate
- improve the deployment of staff to ensure that children are adequately supervised and that their safety needs are met at all times
- improve the key-person system to ensure children's care is tailored to meet their individual needs at all times, and ensure that effective communication is established with parents, so

they are appropriately informed about, and successfully involved in, all aspects of their children's care and learning

- put in place effective arrangements for the supervision of staff, in order to monitor and improve their personal effectiveness and quality of teaching, and provide them with support, coaching and training, so that quality learning experiences are delivered to children in an environment that fosters a culture of continuous improvement

- provide evidence of how you take all reasonable steps to ensure children in your care are not exposed to risks and demonstrate how you are managing risks, with particular regard to ensuring staff are vigilant at all times and immediately remove or minimise risks.

On 15 August 2019, we carried out an unannounced visit to check that the provider was meeting statutory requirements while the summer holiday club was open. We served another WRN.

Actions needed by 27 August 2019:

- ensure that all reasonable steps are taken to prevent unauthorised persons from entering the premises
- ensure a daily record of the names of the children being cared for on the premises, their hours of attendance and the names of each child's key person is accurate at all time
- notify Ofsted of any change to individuals who are partners in, or a director, secretary or other officer of a registered company.

On the 28 August 2019 we conducted an unannounced monitoring visit to check compliance with the two WRN's issued on the 2 and 20 August 2019 and we found that the provider had not taken sufficient action to meet the two WRN's. We served a fourth WRN.

Actions needed by 10 September 2019:

- demonstrate that all staff are alert to issues of concern in a child's life at home or elsewhere, and that they know how to take appropriate action, in line with the safeguarding policy and procedure when there are concerns about a child's welfare
- provide evidence that those with lead responsibility for safeguarding children understand their role to liaise with local statutory children's services agencies and to provide support, advice and guidance to other staff on any specific safeguarding issue as required
- maintain accurate records and share information with parents, carers, other professionals

working with children to help ensure the needs of all children are met

- ensure a daily record of the names of the children being cared for on the premises, their hours of attendance and the names of each child's key person is accurate at all time
- improve the key person system to ensure children's care is tailored to meet their individual needs at all times, and ensure that effective communication is established with parents, so they are appropriately informed about and successfully involved in, all aspects of their child's care and learning
- put in place effective arrangements for the supervision of staff, in order to monitor and improve the personal effectiveness and quality of teaching, and provide them with support, coaching and training, so that children benefit from an environment that fosters a culture of continuous improvement
- ensure you take all reasonable steps to ensure children in your care are not exposed to risks and demonstrate how you are managing risks, with particular regard to the fence and gate in the outdoor play area.

On the 11 September 2019 we conducted an unannounced monitoring visit to check compliance with the WRN. We found the provider has taken sufficient action to meet the WRN. Staff, including those with lead responsibility for child protection have taken appropriate steps to make sure that children are safe and protected. Records are now maintained and improved procedures to the key person system, supervision arrangements and risk assessments have been put in place. The provider will be able to give parents further information about this. We are taking steps to cancel the provider's registration. The provider has objected to our intention to take this step. The provider is due a re-inspection. The provider is still registered with Ofsted.